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ABSTRACT

This is the 12th issue of the "Racial and Gender Report Card," which assesses hiring practices of women and people of color in U.S. professional and amateur sports and sporting organizations. It considers the composition of players, coaches, and front office/athletic department employees in the leading sports organizations. Each organization is assigned a grade for race, another for gender, then finally an overall grade combining the two. The 2003 report covers perhaps the worst overall 2-year period of declines for women and, in some cases people of color, in the report's history, which is a reversal from 2001, when historically best hiring records were noted for race and gender. Each professional sport covered for 2003 had lower averages for gender, and only three improved for race. College sport improved overall for race and gender. Though there were significant losses for African American men playing college and professional sports, the Black Entertainment Television's CEO became the first African American majority owner of an NBA franchise. Latinos had all-time highs in baseball and soccer. There was also an all-time high of head coaches/managers of color in the three biggest professional leagues. Title IX has been the single most powerful tool to create opportunities for women in sports. (SM)

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The Institute for Diversity and Ethics in Sport
with the
DeVos Sport Business Management Program

presents the

2003
Racial and Gender Report Card

A comprehensive analysis of the hiring practices of the
National Basketball Association,
National Football League,
National Hockey League,
Major League Baseball
Major League Soccer,
Women's National Basketball Association,
NCAA and its member institutions.

by
Richard E. Lapchick

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About the Racial and Gender Report Card...

This is the 12th issue of the ***Racial and Gender Report Card (RGRC)***, which is the definitive assessment of hiring practices of women and people of color in professional and amateur sports and sporting organizations in the United Sates. The report considers the composition – assessed by racial and gender makeup – of players, coaches and front office/ athletic department employees in our country's leading sports organizations, including the National Basketball Association (NBA), the National Football League (NFL), Major League Baseball (MLB), the National Hockey League (NHL), Major League Soccer (MLS) and the Women's National Basketball Association (WNBA), as well as in collegiate sports departments.

This report covers the 2001-02 seasons in the NBA and NHL; 2001 in the NFL; 2002 in MLB, MLS and WNBA; and the 2000-2001 academic year for colleges. Listings of professional general managers and coaches, as well as for college Division IA football coaches, were updated as of February 15, 2003. Grades, however, were calculated according to the reporting periods noted herein.

Each organization was assigned a score, or grade, for race and another grade for gender, and finally an overall grade combining the two. In the lists shown in the report, organizations are ordered according to their ranking for overall grade, with those that earned the highest score listed first.

For the first time, this year the ***Racial and Gender Report Card*** is being published by the Institute for Diversity and Ethics in Sport, which is part of the College of Business Administration at the University of Central Florida (UCF) in Orlando. Previous reports were published by Northeastern University's Center for the Study of Sport in Society. Dr. Richard Lapchick has authored all reports, first at Northeastern and now at UCF. (Until 1998, the report was known as the *Racial Report Card*.)

NOTE: While the 2001 report included the United States Olympic Committee and its National Governing Bodies, due to internal events within the USOC over the past two years no new data were available for the 2003 ***RGRC***.

"For 14 years we have tracked the gains and losses of women and people of color in the world of sport."

– Dr. Richard Lapchick
Institute for Diversity and Ethics in Sport

Institute for Diversity and Ethics in Sport

The Institute for Diversity and Ethics in Sport serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports.

The Institute researches and publishes annual studies on hiring practices in coaching and sport management, student-athlete graduation rates and racial attitudes in sports. Additionally, the Institute conducts diversity management training and holds a biannual National Conference to address diversity issues in sport. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for the exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute's founder and director is Dr. Richard Lapchick, a scholar, author and internationally recognized human rights activist and pioneer for racial equality who is acknowledged as an expert on sports issues. Described as "the racial conscience of sport," Lapchick also serves as director of the DeVos Sport Business Management Program at the University of Central Florida (UCF) and is president and CEO of the National Consortium for Academics and Sports (NCAS), a group of more than 210 colleges and universities that helps student-athletes complete their college degrees while serving their communities on issues such as diversity, conflict resolution and men's violence against women. The Institute for Diversity and Ethics in Sport is part of the DeVos Sport Business Management Graduate Program in UCF's College of Business Administration.

DeVos Sport Business Management Program

The DeVos Sport Business Management Program is a landmark program focusing on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and sport and social issues. It is the only program in a business college to offer a two degree option, allowing students to earn a master's of business administration (MBA) degree in addition to the master's of sport business management (MSBM) degree. The program was funded by a gift from the Richard and Helen DeVos Foundation and RDV Sports, with matching funds from the State of Florida.

EXECUTIVE SUMMARY

When we teach our children about sports, we emphasize the importance of "playing fair." Yet in the grown up world of college and professional sports, can we achieve fair play when it comes to gender and racial equity?

This is the question at the heart of the Racial and Gender Report Card (RGRC). For 14 years we have tracked the gains and losses of women and people of color in the world of sport. What we find is that, over the years, while we are creeping toward fair play, we still have a long road ahead.

After years of tracking at least annual incremental progress in previous reports, the 2003 Racial and Gender Report Card covers perhaps the worst overall two-year period of declines for women and, in some cases for people of color, in the report's history. This is a disappointing reversal from the 2001 Report, when historically-best hiring records were noted both on the basis of race and gender.

Every professional sport covered in the 2003 Report had lower averages for gender while only the NBA, MLB and NHL had improved grades for race. However, college sport improved overall for both race and gender.

There were significant losses for African-American men playing college and professional sports as they continued their decade-long decline in sports other than basketball. People of color lost ground in most of the top management positions in college and professional sport, including general managers, team vice-presidents and college athletics directors.

Although much of the news was poor, there were notable bright spots. Perhaps the biggest news for the 2003 RGRC was that Black Entertainment Television Founder and CEO Robert Johnson was awarded the right to purchase the NBA's new Charlotte franchise, a move that made him the first African-American majority owner in professional sports. Additionally, in 2002 Donald Watkins, an African-American businessman from Alabama, became a contender for a MLB franchise starting with his offer to buy the Minnesota Twins. These advances are important and, hopefully, signal opportunity for other people of color who desire majority ownership positions.

Advancements for people of color were notable in other areas. Latinos – now the largest minority in the United States – had all-time highs in the MLB, MLS and in Division I baseball. Furthermore, while the presence of Asian athletes remained limited, their increasing prominence in the NBA and MLB was noteworthy.

Finally, there was an all-time high of 24 head coaches/managers who were people of color in the three biggest professional leagues as of this publication date.

Race, gender and sports? Are we playing fair? Certainly, the track records of professional sports leagues and teams are inconsistent in this reporting period, with some noting progress, many experiencing set-backs and some recording both.

In collegiate sports, the news was mostly positive; however, its historically mediocre performance in many categories provided ample room for improvement. Credit goes to former NCAA President Ced Dempsey who called the charge for improvement, and better results were achieved.

As we consider race, gender and sports today, it is particularly significant that at the national level, diversity and equity now face their greatest challenges in at least 30 years. Affirmative Action and Title IX are both front-page news, as the Bush administration and the U.S. Secretary of Education weigh-in on these critical initiatives that have increased opportunities and advancement for women and people of color for decades.

Title IX has been the single most powerful tool to create opportunities for women in sports, including athletes, coaches and staff. Yet even more than 30 years after the advent of Title IX, 45 percent of head coaches in women's collegiate sports are women. Try to imagine a similar ratio for male coaches in men's sports. Without Title IX and the trail it blazes for women, the tally would be even worse. As we go to press, the Secretary of Education's Commission report on Title IX awaits a response from President George Bush.

"Perhaps the biggest news for the 2003 RGRC was that Black Entertainment Television Founder and CEO Robert Johnson was awarded the right to purchase the NBA's new Charlotte franchise..."

Concurrently, President Bush is at the forefront of an offensive on Affirmative Action, with claims that it unfairly discriminates against whites at colleges and universities. Affirmative Action programs have been under siege in many states, yet many college, professional and Olympic sports groups assert that their goal is to embrace Affirmative Action. Political initiatives to turn back the clock on Title IX or Affirmative Action bode ill for women and people of color throughout our country.

While we continue to struggle with issues of gender and racial equity, a new initiative is underway to address the needs and concerns of another segment of the sports world. The Center for the Study of

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Sport in Society at Northeastern University has recently established the Disability in Sport Initiative, which engages in research, education and advocacy activities related to individuals and athletes with disabilities in sport. The Initiative is currently working on the Disability Report Card to complement the Racial and Gender Report Card. UCF's Institute for Diversity and Ethics in Sport supports the Center's important new initiative. (Please see the appendix for more about the Initiative.)

Also in the appendix is are listings of the Diversity Initiatives of the NBA, NFL, NHL, Major League Soccer and the NCAA. These were included by the Institute for Diversity and Ethics in Sport because it recognizes that making changes in hiring practices and creating a truly diverse workplace are not goals that can be quickly achieved. The RGRC has thus acknowledged these important efforts.

Looking ahead, the Institute will add the motor sports industry, including NASCAR, CART (Championship Auto Racing Teams), the IRL (Indy Racing League) and the NHRA (National Hot Rod Association) in the 2004 Racial and Gender Report Card. We also hope to include an update on Olympic sports in that issue.

So, are we playing fair when it comes to sports? Does everyone, regardless of race or gender, have a chance to make and run the team? There is clearly significant room for progress in all sports, particularly in professional sports. With continued emphasis on diversity, not only by changing numbers but also by changing attitudes through diversity management training and other diversity initiatives, we believe sports organizations can be as dedicated in their hiring practices as they are on the playing field.

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HIGHLIGHTS

Issues of race and gender continue to be a concern for sport in America. While the leadership at the top levels of the pro leagues and the NCAA remains committed to diversity, the results continue to filter down to teams and colleges and universities at a slow pace.

The 2003 Racial and Gender Report Card covered perhaps some of the worst periods of decline for women and people of color in the history of the report.

• With the exception of college and pro basketball and college baseball, the percentage of African-American men playing college and professional sports continued its decade-long decline.

"With the exception of college and pro basketball and college baseball, the percentage of African-American men playing college and professional sports continued its decade-long decline."

• People of color lost ground in most of the top management positions in college and professional sport, including general managers, team vice-presidents, and college athletics directors.

• Pro leagues did not do well for people of color and women at the team level for senior administrators. College sport had a poor record for both women and people of color

• The greatest loss for people of color and women was in the area of professional (not senior) administration. Only college sport improved overall for both race and gender at this level.

On the other hand, there were several very notable positive developments:

• As of this publication date, there was an all-time high of 24 head coaches/managers who were people of color in the three biggest professional leagues.

• Robert Johnson became the first African-American owner in one of the major men's leagues.

• Latinos had all-time highs in Major League Baseball, Major League Soccer and in Division I baseball. Although the number of Asians was still small, the influx in Major League Baseball and the NBA was notable. The percentage of international players continued to grow in the NBA, NFL, Major League Baseball and Major League Soccer, which had the highest percentage at 38 percent.

• The NBA had the best record for race.

• The WNBA had the best record for gender.

• The NBA had the best record for both racial diversity and for opportunities for women in the men's professional leagues.

• The WNBA had the best combined record for diversity for race and gender of all the organizations covered in this report and received its second consecutive overall A (with an A-).

• College sport made the biggest overall gains.

With the exception of the NHL, all the men's leagues, the WNBA and the colleges got a **B** or higher for race. The NHL historically has had few players of color make it to the elite levels of their sport. However, the men's leagues have had a poor record on gender hiring practices with the NFL and MLB getting **D**'s in this category and MLS getting the first overall **F** in any general category ever issued in the report. No men's league received a **B** for gender. The NBA was closest with a **C+**. College sport got a **B** for gender.

The NBA continued to have the best record for diversity among all the men's professional sports leagues. The NBA was best for people of color in the following categories:

- players at 80 percent
- league office vice presidents with ten persons
- league office professional staff at 28 percent
- limited partners as owners with six persons
- team presidents with three persons
- general managers with 17 percent
- team senior administrative posts at 19 percent
- team professional administrative posts (tied with MLS) at 21 percent
- head coaching positions with 48 percent
- assistant coaches at 33 percent

The NBA was also best for women in the men's leagues in the following categories:

- league office vice presidents at 13 persons
- limited partners as owners (tied with MLB) with 15 persons
- team presidents (tied with the NFL and MLB with one)
- team senior administrative posts at 29 percent
- team professional administrative posts at 48 percent

Among the detailed highlights were:

Ownership

Robert Johnson, owner of BET, became the first African-American majority owner in professional sport when he was awarded the right to purchase the NBA's new franchise in Charlotte. This was, perhaps, the biggest news for the 2003 RGRC.

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2003 REPORT CARD

	COMBINED		RACE		GENDER	
	GRADE	PTS	GRADE	PTS	GRADE	PTS
WNBA	A-	89.5	B+	87.5	A	91.6
NBA	B+	85.2	A	93.9	C	76.6
NCAA	B	80.2	B	80.2	B	80.2
MLB	C	73.8	B+	87.8	D	59.8
NHL	C	71.6	C	72.5	C	70.7
MLS	C	71.0	B+	84.7	F	57.4
NFL	C	69.0	B-	79.3	D-	58.9

Prior to this, the New York Islanders were the only professional sports team that had people of color as majority owners with Charles B. Wang and Sanjay Kumar as the co-owners of the team during the 2002-03 NHL season.

Four women have majority ownership of professional franchises. Georgia Frontiere and Denise DeBartolo own the NFL's St. Louis Rams and San Francisco 49ers, respectively. Charline McCombs was co-owner of the Minnesota Vikings and Marian Illitch was co-owner of the Detroit Red Wings.

The Players

The percentage of African-American men playing college and professional sports continued its decade-long decline in all sports except college and pro basketball and college baseball.

Latinos had all time highs in Major League Baseball, Major League Soccer and in Division I baseball. Although the number of Asians was still small, the influx in Major League Baseball and the NBA was notable. The percentage of international players continued to grow in the NBA, NFL, Major League Baseball and Major League Soccer, which had the highest percentage at 38 percent.

Among women, the percentage of African-American women increased in Div I basketball and in all Div I sports combined while decreasing in the WNBA, track and field/cross country.

White male and female student-athletes and African-American male student-athletes were all at their lowest point since the 1990-91 reporting period.

Head Coaches and Managers

During the reporting period, records for all-time highs for people of color were set in the coaching ranks in the NBA, Major League Baseball and in Division I Men's and Women's College basketball and in Women's Track/Cross Country. The NFL, with two head coaches in the 2002 season, was at its lowest point since the 1991 season. Major League Soccer had one Latino head coach. That was a record low for MLS since coverage began in the RGRC in 1996. At 20 percent, the WNBA had its lowest percent of African-American coaches since the founding of the league. Whites held all the coaching jobs in the NHL.

The best news for coaches was in the NBA where African-Americans held a record 14 head coaching jobs in the 2001-02 NBA season, reaching 48 percent of the total, the highest in the history of any sport.

As of this publication date, there were 24 head coaches/managers who were people of color in the three biggest professional leagues. The NBA had twelve African-Americans, the NFL had three African-American head coaches, Major League Baseball had six African-American and three Latino managers. The WNBA had three African-American coaches.

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At the college level, Division I men's college basketball set a new high with 22.9 percent of the head coaching jobs held by African-Americans.

Division IA college football was another story. When Bobby Williams was fired during the 2002 season, African-Americans reached their lowest percent in a decade with only three head coaches. UCLA hired Karl Dorrell at the end of the 2002 season. There were no African-American head coaches in college baseball until Tony Gwynn was hired to coach San Diego State for their 2003 season.

"...there was a record number of African-Americans as CEO/President in the men's leagues with five: three in the NBA and one each in the NFL and MLB."

In the 30th year of Title IX, women held 45 percent of the head coaching positions of women's college teams in all the NCAA divisions for all sports combined.

League Offices and NCAA Headquarters

The WNBA had the highest percentage of people of color and women in professional positions in the league offices at 45 and 95 percent, respectively. This was also the case in the last Racial and Gender Report Card.

The professional opportunities for people of color increased in the league offices of the NBA, NFL, and Major League Baseball, remained the same in the NHL and decreased in MLS. The NBA, at 28 percent, again had the best opportunities for people of color. The NFL was close at 26 percent.

Professional opportunities for women in the men's leagues were best in the NBA where 40 percent of the professionals were women. Opportunities for women decreased in all the league offices except the WNBA.

Opportunities for African-Americans increased at the headquarters of the National Collegiate Athletic Association in positions of vice president/chief of staff level, chief aides/directors level, and at the professional administrative level. Opportunities for women increased at the chief aides/directors and professional administrative levels while decreasing in the vice president/chief of staff level.

Top Management

People of color lost ground in the top management positions in college and professional sport.

The exception was that there was a record number of African-Americans as CEO/President in the men's leagues with five: three in the NBA and one each in the NFL and MLB. When Wendy Selig-Prieb left her position with Milwaukee, only two women remained as a team president as of the publication of the RGRC.

During the reporting period, there were eight African-American and two Latino GMs in the men's professional leagues, down from eleven in the last report. MLB had its first ever Latino GM. The WNBA had three African-Americans and nine women as GMs.

African-Americans lost ground as team vice presidents in the NFL, NBA, MLS, MLB, and gained ground in the WNBA and NHL. Women gained ground in the NBA, NHL, WNBA, NFL and MLB.

Whites held at least 93.2 percent of the positions of athletics director in each of the three divisions while women held between 7.3 in Division I and 25.3 percent in Division III. People of color and women as AD's in Division I both declined since the last Report Card.

Team Administration and Athletics Departments

Pro leagues did not do well at the team level for senior administrators. NBA teams were the best for people of color at 19 percent (up two percent) and for women at 29 percent (down seven percent). The individual teams lagged considerably behind the leagues offices. College sport had a poor record for both women and people of color

The biggest erosion for people of color and women was in the area of professional (not senior) administration. People of color had their percentages decrease in the NBA, NFL, Major League Baseball, NHL, WNBA and in all NCAA divisions. Major League Soccer had the only increase for people of color. The percentage of women decreased in the NBA, MLS, MLB and in the WNBA while they increased in the NFL, NHL and in college sport. In this category, the NBA had the best record for people of color (21 percent) and women (48 percent).

Both the NBPA and the NFLPA had outstanding records for people of color and good records for women in their headquarters offices.

WEIGHTED GRADES

		NBA			NFL			MLB		
OVERALL GRADES:		**PTS.**		**GRADE**	**PTS.**		**GRADE**	**PTS.**		**GRADE**
	Race	93.9		A	79.3		B-	87.8		B+
	Gender	76.6		C	58.9		D-	59.8		D
HIRING PRACTICES:										
Commissioner / League Office										
WEIGHT										
15%	Race	14.3	28%	A+	13.6	26%	A-	14.0	24%	A
30%	Gender	24	40%	B	16.6	26%	F	19.0	32%	D
COACHES:										
Head Coach / Manager										
20%	Race	20.0	48%	A+	12.0	6%	D	19.5	32%	A+
Assistant Coach										
5%	Race	5.0	33%	A+	4.8	29%	A+	4.8	28%	A+
FRONT OFFICE:										
Principal-in-charge										
10%	Race	8.4	17%	B/B-	5.5	6%	F	5.5	6%	F
Team Vice Presidents										
5%	Race	3.8	10%	C/C+	3.0	8%	D	4.0	11%	B-
5%	Gender	2.9	15%	F	2.8	9%	F	3.0	12%	F
Senior Administration										
10%	Race	8.6	19%	B+	8.4	17%	B/B+	8.0	15%	B
30%	Gender	18	29%	D	16.5	15%	F	16.3	13%	F
Professional Administration										
10%	Race	8.9	21%	A-	8.0	13%	B	8.0	13%	B
30%	Gender	26.7	48%	A-	18.0	29%	D-	16.5	22%	F
Support Staff										
5%	Race	4.9	34%	A	4.0	14%	B	5.0	47%	A+
5%	Gender	5.0	83%	A+	5.0	83%	A+	5.0	70%	A+
Player Opportunities										
20%	Race	20.0	78%	A+	20.0	67%	A+	19.0	40%	A+
PLAYERS ASSOCIATIONS										
Overall Grades		A			A			No Report		

Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category.
*Abv RACE = People of Color *Abv GENDER = Women

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WEIGHTED GRADES

		NHL			MLS			**WNBA		
OVERALL GRADES:		**PTS.**		**GRADE**	**PTS.**		**GRADE**	**PTS.**		**GRADE**
	Race	72.5		C	84.7		B+	87.5		B+
	Gender	70.7		C	57.4		F	91.6		A
HIRING PRACTICES:										
Commissioner / League Office		**PTS.**	**%**	**GRADE**	**PTS.**	**%**	**GRADE**	**PTS.**	**%**	**GRADE**
WEIGHT										
15%	Race	25.0	16%	D+/C-	13.4	21%	A-	15.0	45%	A+
30%	Gender	20.7	32%	B	16.6	17%	F	15.0	95%	A+
COACHES: *		**PTS.**	**%**	**GRADE**	**PTS.**	**%**	**GRADE**	**PTS.**	**%**	**GRADE**
Head Coach / Manager										
20%	Race	n/a			15.8	20%	B-	17.5	19%	B+/A-
n/a	Gender				--	--	--	16.0	41%	B
Assistant Coach										
5%	Race	n/a			4.8	24%	A+	5.0	33%	A+
n/a	Gender							5.0	55%	A+
FRONT OFFICE:		**PTS.**	**%**	**GRADE**	**PTS.**	**%**	**GRADE**	**PTS.**	**%**	**GRADE**
Principal-in-charge										
10%	Race	n/a			6.8	10%	C-/D+	8.2	14%	B
n/a	Gender				--	--	--	8.9	44%	A/A-
Team Vice Presidents										
5%	Race	2.5	4%	F	4.0	9%	B-	n/a		
5%	Gender	2.5	9%	F	2.8	0%	F			
Senior Administration										
10%	Race	5.5	3%	F	7.4	14%	C/C+	8.9	20%	A-
30%	Gender	18.5	19%	F	16.5	22%	F	13.5	45%	A
Professional Administration										
10%	Race	7.0	9%	C	8.9	23%	A-	8.5	19%	B+
30%	Gender	24.0	40%	B	16.5	22%	F	13.2	44%	A-
Support Staff										
5%	Race	3.5	9%	C	4.6	29%	A	n/a		
5%	Gender	5.0	98%	A	5.0	96%	A			
Player Opportunities										
20%	Race	n/a			19.0	40%	A+	20.0	65%	A+

Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category.
% for RACE = People of Color; % for GENDER = Women
*N/A = Not Applicable. Note: the NHL grades did not include players or coaches in the final calculations. ** = WNBA grades for gender have the same weight as for race.*

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WEIGHTED GRADES

NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

OVERALL GRADES:		PTS.		GRADE
Race		80.2		B
Gender		80.2		B
HIRING PRCTICES:	**WEIGHT**	**PTS.**	**%**	**GRADE**
NCAA Headquarters				
Race	10%	8.9	22.7%	A-
Gender		9.7	54.5%	A+
COACHES:		**PTS.**	**%**	**GRADE**
Head Coach - All Men's Teams (Div. I)				
Race	5%	3.6	10%	C/C+
Head Coach - All Women's Teams (Div. I)				
Race	5%	3.7	11%	B-
Gender	10%	8.5	42%	B+
Head Coach - Men's Basketball				
Race	5%	4.5	22.9%	A-
Head Coach - Women's Basketball				
Race	5%	4.1	13%	B
Gender	10%	9.9	68%	A
Assistant Coach - All Men's Teams (Div. I)				
Race		4.5	21%	A-
Assistant Coach - All Women's Teams (Div. I)				
Race	5%	4.3	19%	B+
Gender	10%	9.3	49%	A
ATHLETIC DEPARMENT:		**PTS.**	**%**	**GRADE**
Athletic Director (Div. I)				
Race	10%	5.5	5%	F
Gender		5.5	7%	F
Assistant / Associate Athletic Director (Div. I)				
Race	10%	7.9	11%	B-
Gender		6.0	30%	D
Senior Women's Administrator (Div. I)				
Race	5%	3.5	10%	C
Gender		5.0	98%	A+
Faculty Athletic Representative (Div. I)				
Race	5%	3.2	8%	D+
Gender		2.5	20%	F
Professional Administration (Div. I)				
Race	10%	8.0	12%	B
Gender		6.0	30%	D
Student-Athlete Opportunities (Div. I)				
Race (Men)	20%	18.5	38%	*A/A+
Race (Women)			43%	
Gender	20%	17.8	43%	A-

Note: The percentage under each league is the actual percentage of people of color for race and women for gender for the league in that category.

% for RACE – People of Color % for GENDER – Women * = needs for Male Coaches figure for RACE and GENDER, for an overall grade of "A"

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GRADE KEY (RACE)

Grades for race are determined in relation to overall American demographics. Federal affirmative action policies state that a workplace should reflect the percentages of people in different racial groups, as found in the general population. Approximately 24 percent of the U.S. population are people of color, therefore, if 24 percent of an organization's employees are people of color, the group received an employment grade of "**A**" for race, and so on, as noted in the table.

GRADE KEY (RACE)	
A	24 %
B	12
C	9
D	6
F	5

GRADE KEY (GENDER)

Grades for gender also are related to the general population. An organization earned an employment grade of "**A**" for gender if 45 percent of its employees were women. Please see the table for additional breakdowns.

GRADE KEY (GENDER)	
A	45 %
B	40
C	35
D	30
F	<30

KEY FOR WEIGHTED GRADES

Each category was assigned a category weight according to its relative importance regarding opportunities for women and people of color. The subsequent point allocation was determined, as follows:

The employment percentage (percentage of women or people of color) determines an organization's employment grade, which earns it a specified amount of graded points (see table). The weighted score is calculated by multiplying the category weight by the graded points. When the weighted scores are added together, the final tally determines an organization's final grade.

For example, if 12 percent of an organization's employees were people of color, it would earn a B for its employment grade, which is 8.0 graded points. With a category weight of 15%, the organization would earn 12 weighted points.

When necessary, a minimum score was give in order to ensure fair final grade tabulation.

Note: A range of 9.5 to 10 points were awarded for a grade of 'A'.

KEY FOR WEIGHTED GRADES	
A+	9.5 to 10.0 pts
A	9.0
A–	8.9
B+	8.5
B	8.0
B–	7.9
C+	7.5
C	7.0
C–	6.9
D	6.0
F	5.0

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OVERVIEW

The 2000 Census completed by the United States Census Bureau showed how diverse America has become and projected that whites will be the minority by the end of the first half of this century. Partially as a result of the changing demographics of America, concerns about race and gender in sport remain prominent in discussions about the future of sport. The ***2003 Racial and Gender Report Card*** measures how professional and college sport compare to society as a whole on these issues.

When all categories were combined, the NBA came out as sports' best for race and the WNBA was the best for gender. Thus, the NBA regained its top spot regarding race. It was displaced by the WNBA after 11 consecutive years as sports standard-bearer in the 2001 Racial and Gender Report Card. The WNBA was the first league to get A's in both race and gender in the 2001 Racial and Gender Report Card. In the combined grade for race and gender, the WNBA once again was number one with an **A-** overall. The NBA had a **B+** and college sport had a **B**. All the other leagues had combined **C**'s.

Among the men's professional leagues, the NBA has had the highest grade in virtually every major category for race as it has for all 13 years of the publication of the Report Card. The NBA got an **A** in race and a **C+** in gender. No other men's league achieved those grades in either category. The NBA's combined **B** was the best by far for men's leagues.

The National Football League earned a B for race for the third time with a **B-**. However, its **D-** for gender gave it a combined **C-**, behind the other pro leagues and colleges. Major League Baseball received a best ever **B+** for race, and a **D-** for gender, and a combined **C**.

The National Hockey League earned a **C** for race. The NHL joined the NBA and Major League Baseball as the men's leagues which showed improvement regarding race. Hockey operations, including players, were excluded from calculations for the NHL because so few players of color have historically been involved in hockey. The NHL was second to the NBA among the men's pro leagues regarding gender with a **C** and achieved a **C** overall placing it above Major League Soccer and the NFL for combined scores.

Major League Soccer maintained a solid **B+** for race, but fell to an **F** for gender with the worst record of any of the men's leagues on gender. MLS had a combined **C**.

For the second consecutive report colleges continued to show the most improvement. In the 2001 Report, colleges moved from nearly the worst position with **C's** in both race and gender to **C+s** in both. In the 2003 Report, it jumped to **B's** in both. Its combined **B** placed college sport third among all the categories surveyed, significantly ahead of the fourth best record.

The WNBA achieved its number one status by receiving **A**'s in 10 of the 13 categories for race and gender. The WNBA had a **B+** in race for professional administration and a **B** for general managers positions for people of color and for women as head coaches. It was the only league to receive no grade below a **B.**

In the 2001 Racial and Gender Report Card, the United States Olympic Committee and the National Governing Bodies were included and graded for the first time. What follows is what was reported in that Report's "Overview" to keep a baseline for future reports:

"Regarding race, the USOC achieved B's for hiring practices of officials and managers, staff professionals (this category was clouded by data combining professionals with support staff) and for its volunteer Board of Directors. The USOC Volunteer Executive Committee and Standing Committees received C's.

*Regarding gender, the USOC received an **A** for staff professionals, a **C+** for officers and managers, a **D-** for Standing Committees and **F**'s for the Board of Directors and Executive Committee.*

*The NGB's achieved a **C+** for staff hiring chances for people of color while garnering a **B+** for opportunities for women. At the governance level, people of color did far better than women. On the boards of directors and standing committees, people of color got **B**'s and a **B/B+** on the executive committees while women got a **D-, B-** and **F**, respectively."*

"Partially as a result of the changing demographics of America, concerns about race and gender in sport remain prominent in discussions about the future of sport."

UCF's Institute for Diversity and Ethics in Sport publishes the ***Racial and Gender Report Card*** to indicate areas of improvement, stagnation and regression in the racial and gender composition of professional and college sports personnel and to contribute to the improvement of integration in front office and college athletics department positions.

As in previous reports, the 2003 Racial and Gender Report Card data shows that professional sport's front offices hiring practices do not nearly reflect the number of players of color competing in the game. However, to give it perspective for sports fans, the Institute issues the grades in relation to overall patterns in society. Federal affirmative action policies state that the workplace should reflect the percentage of the people in the racial group in the population. Thus, with approximately 24 percent of the population being people of color, an **A** was

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achieved if 24 percent of the positions were held by people of color, a **B** if 12 percent of the positions were held by people of color, and a **C** if it had only nine percent. There were no grades for race below this level.

For issues of gender, an **A** would be earned where 45 percent of the employees were women; a **B** for 40 percent; a **C** for 35 percent; a **D** for 30 percent and an **F** for anything below that. The Institute acknowledges that even those sports where grades are low generally have better records on race and gender than society as a whole.

While Commissioners Stern, Tagliabue, Selig, Bettman, Garber and WNBA President Ackerman regularly lobby for improved hiring practices for people of color and women in the front office and for minorities in the coaching and managerial ranks in the NBA, the NFL, MLB, the NHL, MLS and the WNBA, respectively, the results at the team levels still clearly showed the limits of their powers. The commissioners set an important tone, but cannot mandate change at the club level. The same is true with individual colleges and the NCAA where former Executive Director Cedric Dempsey took a strong position on racial and gender hiring practices among colleges during his tenure as President. All indications are that Myles Brand, the new NCAA President, will do the same.

2003 Racial and Gender Report Card

People of Color and Women Playing Professional and College Sports

The percentage of African-American men playing college and professional sports continued its decade long decline in all sports except college and pro basketball and college baseball. There was a decrease for African-Americans in the NFL, Major League Baseball, the NHL, Major League Soccer and in Division I football and overall in Division I men's sports. At 78 percent, African-Americans remained the same in the NBA and increased slightly in Division I basketball and baseball.

On the other hand, the percentage of white men playing increased in the NFL, Major League Baseball, and Major League Soccer while remaining the same in the NHL and decreasing in the NBA. In Division I in the colleges, white men declined in basketball and baseball, remained the same in all sports combined, and increased in football.

Latinos had all-time highs in Major League Baseball, Major League Soccer and in Division I baseball. Although the number of Asians was still small, the influx in Major League Baseball and the NBA was notable. The percentage of international players continued to grow in the NBA, NFL, Major League Baseball and Major League Soccer, which had the highest percentage at 38 percent. The percentage of international players decreased in the NHL and in all Division I college sports combined.

Among women, the percentage of white players declined in the WNBA, Div I college basketball and for all Div I sports combined while increasing in track and field/cross country. African-American women increased by percentage in Div I basketball and in all Div I sports combined while decreasing in the WNBA, track and field/cross country.

White male and female student-athletes and African-American male student-athletes were all at their lowest point since the 1990-91 reporting period.

TABLE 1:
Racial Composition of Players in Men's Leagues

	NBA	NFL	MLB	NHL	MLS
2001-2002					
White	20%	33%	60%	98%	60%
African-American	78%	65%	10%	1%	16%
Latino	<2%	<1%	28%	0%	22%
Asian-American	<1%	1%	2%	<1%	1%
Other	0%	<1%	0%	<1%	1%
2000-01					
White	21%	--	59%	98%	59%
African-American	78%	--	13%	2%	19%
Latino	1%	--	26%	<1%	20%
Other	0%	--	1%	<1%	2%
1999-00					
White	22%	32%	60%	98%	63%
African-American	78%	67%	13%	2%	15%
Latino	<1%	<1%	26%	0%	21%
Other	0%	<1%	<1%	<1%	1%
1998-99					
White	21%	32%	60%	98%	65%
African-American	78%	66%	13%	1%	16%
Latino	1%	<1%	26%	0%	18%
Other	0%	1%	<1%	1%	1%
1997-98					
White	23%	33%	59%	98%	62%
African-American	77%	65%	15%	1%	16%
Latino	<1%	<1%	25%	0%	21%
Other	0%	1%	1%	1%	1%
1996-97					
White	20%	31%	58%	--	--
African-American	79%	66%	17%	--	--
Latino	<1%	<1%	24%	--	--
Other	<1%	2%	1%	--	--
1995-96					
White	20%	31%	62%	--	--
Black	80%	67%	17%	--	--
Latino	0%	0%	20%	--	--
Other	<1%	<2%	1%	--	--
1994-95					
White	18%	31%	62%	--	--
African-American	82%	68%	19%	--	--
Latino	0%	0%	19%	--	--
Other	0%	1%	0%	--	--
1993-94					
White	21%	35%	64%	--	--
African-American	79%	65%	18%	--	--
Latino	0%	0%	18%	--	--
1992-93					
White	23%	30%	67%	--	--
African-American	77%	68%	16%	--	--
Latino	0%	<1%	16%	--	--
Other	0%	1%	<1%	--	--
1991-92					
White	25%	36%	68%	--	--
African-American	75%	62%	17%	--	--
Latino	0%	2%	14%	--	--
1990-91					
White	28%	39%	68%	--	--
African-American	72%	61%	18%	--	--
Latino	0%	0%	14%	--	--
1989-90					
White	25%	40%	70%	--	--
African-American	75%	60%	17%	--	--
Latino	0%	0%	13%	--	--

Men's Professional Sports

Upon the completion of the National Basketball Association's 2001-02 season and the 2002 NBA Draft, 78 percent of the players were African-American, 20 percent were white and over one percent of NBA players were Latino. With signing

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of Wang ZhiZhi, Mengke Bateer, and most recently, Yao Ming, Asians still comprise less than one percent of NBA rosters. This was a one percent drop for whites from the 2000-01 season covered in the last RGRC. The percent of African-Americans remained the same, continuing a four year trend. Fourteen percent of the players were international, which was an increase of three percent from last season and can be found an important trend.

In the National Football League's 2001 season, the percentage of African-Americans dropped two percent since the last RGRC to match a four year low of 65 percent. African-Americans reached their lowest level since 1997, but were still above the 61 percent in 1990. The percentage of whites increased to 33 percent (up one percent), which until this year had remained unchanged since the 1997 season. The percentage of Latinos (.4 percent), Asian-Americans (1.3 percent) and all other players of color (.06 percent) also increased to nearly two percent of the entire NFL. Of all the professional leagues in the United States, the NFL had the highest percentage of American-born players at 96 percent.

There was historic change during the 2002 Major League Baseball season. Sixty percent of the players were white, 10 percent were African-American, 28 percent Latino and two percent were of Asian decent. This was a two percent increase for white and Latino players and a one percent increase for Asian players. African-American players, on the other hand, dropped from 13 to 10 ten percent, an all-time low since 1968. At 28 percent, Latino participation in MLB was at its highest ever, topping last year's mark of 26 percent. There were 23 Asian baseball players, more than doubling last year's all-time high of 11. The percentage of international players in MLB was 25 percent.

Over 98 percent of the players in the National Hockey League's 2001-02 season were white, remaining unchanged since 1997. One percent were African-American, while other players of color made up just over one percent of the total. The percentage of African-Amercans or Canadians on the active rosters of the NHL decreased one percent- the lowest it has been since 1998. NHL rosters were comprised of over 27 percent of players who were not born on North American soil, which was a drop of three percent since the 2000-01 season. The percentage of NHL players born in the United States was almost 27 percent while the percentage of Canadian players was 56 percent.

In the Major League Soccer's 2002 season, 16 percent of the players were African-American, 22 percent were Latino, over two percent were of another race, while 60 percent were white. This was a three percent decrease for African-Americans, a two percent increase for Latinos, almost a one percent increase for "others" and a one percent increase for whites since the 2001 season. MLS had the highest percentage of international players, up thirteen percent from last season to 38 percent.

Women's Professional Sports

In the 2002 WNBA season, 35 percent of the players were white, 61 percent were African-American, less than three percent of the league was Latina, and just fewer than two percent were "others." In the WNBA, 18 percent of the players were international (down nine percent). This was a two percent decrease in the 2002 WNBA season in the percentage of African-American players in the league and a one percent increase for white players. The percentage of Latina players was unchanged since the last Racial and

TABLE 2:

Racial Composition of Players in the WNBA

2002	
White	35%
African-American	61%
Latina	<3%
Asian-American	<1%
Other	<1%
2000	
White	34%
African-American	63%
Latina	3%
Other	0%
1999	
White	33%
African-American	65%
Latina	2%
Other	0%
1998	
White	32%
African-American	64%
Latina	3%
Other	1%

TABLE 3:

College Student-Athletes (Male) : Division I

	Basketball	Football	Baseball
2000-2001			
White	32.5%	49.4%	61.3%
African-American	57.1%	42.1%	6.7%
Latino	1.4%	2.1%	5.6%
American Indian / Alaskan Native	0.4%	0.4%	0.4%
Asian-American / Pacific Islander	0.2%	1.3%	0.9%
Non-Resident Aliens	5.1%	1.7%	2.1%
Other	3.3%	2.9%	3.0%
1998-99			
White	34.0%	46.9%	88.1%
African-American	55.9%	46.4%	2.8%
Latino	1.4%	1.9%	4.7%
American Indian / Alaskan Native	0.3%	0.4%	0.5%
Asian-American / Pacific Islander	0.3%	2.0%	0.8%
Non-Resident Aliens	5.5%	1.0%	1.4%
Other	2.6%	1.9%	1.7%
1996-97			
White	33.8%	48.9%	89.5%
African-American	57.3%	47.6%	3.0%
Latino	1.5%	1.0%	4.3%
American Indian / Alaskan Native	0.2%	0.3%	0.5%
Asian-American / Pacific Islander	0.3%	1.2%	0.6%
Non-Resident Aliens	4.4%	0.6%	0.9%
Other	2.5%	1.5%	1.2%
1991-92			
White	34.5%	53.2%	90.0%
African-American	61.8%	42.7%	4.3%
Latino	0.8%	1.4%	3.9%
American Indian/Alaskan Native	0.2%	0.3%	0.3%
Asian-American / Pacific Islander	0.2%	1.0%	0.7%
Non-Resident Aliens	**	**	**
Other	2.5%	1.4%	0.8%

** = Not recorded in this data.

Note: Data provided by the NCAA. Historically Black Institutions excluded. Only student-athletes receiving financial aid are included in the report.

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Gender Report Card.

College Sport

The percentage of African-American male college student-athletes continued the decline that has been going for more than a decade. At 24.2 percent of all Division I males student-athletes, this is the lowest percentage since the RGRC has covered the colleges, going back to the 1991-92 academic year (down from a high of 26.5 percent in 1991-92). At 61.6 percent, white student-athletes were also at their lowest percentage in that period (down from a high of 66.2 percent in 1991-92). African-American men were up slightly in basketball, down to near their lowest point in a decade in football, and up significantly in baseball. Whites were down in basketball and baseball and up in football. Latino men reached an all time high at 3.3 percent. The percentage of non-resident aliens declined in both men's and women's sport after steady increases in the 1990s.

In all Division I women's sports, the proportion of white women was at its lowest point since coverage began, dropping from 79.8 percent in 1991-92 to 70.4 percent in this report covering 2000-01. The percentages of white women were down significantly in basketball and up in track/cross country while the percentages of African-American women were up significantly in basketball and down in track/cross country. In all sports combined, African-Americans had 14.8 percent of the slots, their all-time low in the period covered. Latinas declined slightly since the last RGRC.

Men's Collegiate Sports

In NCAA Division I basketball during the 2000-2001 academic year, African-Americans made up 57.1 percent (up 1.2 percent) of the players, whites 32.5 percent (down 1.5 percent), Latinos 1.4 percent, "Non-Resident Aliens" 5.1 percent (down .4 percent), American Indian/ Alaskan Native 0.4 percent, Asian-American/Pacific Islander 0.3 percent while "others" made up the remaining 3.3 percent (up 0.7 percent).

During the same year in Division I football, African-Americans were 42.1 percent (down 3.2 percent), whites were 49.4 percent (up 1.2 percent), Latinos held 2.1 percent (up 0.1 percent), American Indian/ Alaskan Native held .4 percent, Asian-American/Pacific Islander held 1.3 percent, Non-Resident Aliens held 1.7 percent (up 0.8 percent) and "others" held 2.9 percent (up 0.9 percent).

During the same year in Division I baseball, African-Americans held 6.7 percent (up 3.9 percent), whites were 81.3 percent (down 6.8 percent), Latinos held 5.6 percent (up 0.9 percent), American Indian/ Alaskan Native held .4 percent, Asian-American/Pacific Islander held 0.9 percent, Non-Resident Aliens held 2.1 percent (up 0.7 percent) and "others" held 3.0 percent (up 1.3 percent).

When the numbers of male student-athletes in all sports in Division I were tallied, whites remained the same at 61.6 percent, African-Americans held 24.3 percent (down 1.2 percent), Latinos held 3.3 percent (up 0.2 percent), American Indian/Alaskan Native were at 0.4 percent, Asian-American/ Pacific Islanders held 1.4 percent, Non-Resident Aliens held 4.7 percent (down 1.3 percent) while "others" held 4.4 percent (up 2.4 percent).

Women's Collegiate Sports

In the 2000-2001 Division I women's basket-

TABLE 4:

College Student-Athletes (Female) : Division I

	Basketball	Cross Country/Track	All Other Sports
2000-01			
White	50.6%	82.2%	68.9%
African-American	38.6%	24.0%	8.4%
Latino	1.7%	2.7%	3.1%
American Indian/Alaskan Native	0.5%	0.9%	0.3%
Asian-American / Pacific Islander	0.8%	0.5%	3.6%
Non-Resident Aliens	5.0%	5.6%	6.8%
Other	2.8%	4.1%	8.9%
1998-99			
White	58.5%	80.8%	83.3%
African-American	31.4%	25.3%	2.6%
Latino	1.7%	3.7%	2.9%
American Indian/Alaskan Native	0.6%	0.6%	0.5%
Asian-American / Pacific Islander	0.9%	0.9%	2.4%
Non-Resident Aliens	4.9%	7.0%	6.4%
Other	2.0%	1.8%	1.8%
1996-97			
White	60.5%	80.3%	84.5%
African-American	30.7%	27.3%	2.5%
Latino	1.8%	2.8%	2.9%
American Indian/Alaskan Native	0.6%	0.4%	0.4%
Asian-American / Pacific Islander	0.9%	1.6%	2.5%
Non-Resident Aliens	3.2%	5.8%	5.5%
Other	2.3%	1.8%	1.7%
1991-92			
White	65.0%	68.6%	88.8%
African-American	31.0%	23.2%	2.9%
Latino	1.4%	3.2%	2.3%
American Indian/Alaskan Native	0.5%	0.4%	0.2%
Asian-American / Pacific Islander	0.5%	0.0%	1.8%
Non-Resident Aliens	-	-	-
Other	1.6%	3.9%	4.0%

* = Not recorded at this date

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

TABLE 5:

College Student-Athletes (Male)
Division I (All Sports)

	All Sports
2000-01	
White	61.6%
African-American	24.3%
Latino	3.3%
American Indian / Alaskan-American	0.4%
Asian-American / Pacific Islander	1.4%
Non-Resident Aliens	4.7%
Other	4.4%
1998-99	
White	61.6%
African-American	25.5%
Latino	3.1%
American Indian / Alaskan-American	0.4%
Asian-American / Pacific Islander	1.3%
Non-Resident Aliens	6.0%
Other	2.0%
1996-97	
White	62.3%
African-American	26.2%
Latino	3.1%
American Indian / Alaskan-American	0.5%
Asian-American / Pacific Islander	1.6%
Non-Resident Aliens	4.5%
Other	1.8%
1991-92	
White	66.2%
African-American	26.5%
Latino	2.5%
American Indian / Alaskan-American	0.3%
Asian-American / Pacific Islander	0.2%
Non-Resident Aliens	-
Other	4.3%

* = Not recorded at this date

Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are included in this report.

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"In all, 43.0 percent of all NCAA student-athletes are women and 57.0 percent are men."

ball season, 50.6 percent of the student-athletes were white (down 7.9 percent), 38.6 percent were African-American (up 7.2 percent), 1.7 percent were Latina(the same), 0.5 percent were American Indian/Alaskan Native, 0.8 percent were Asian-American / Pacific Islanders, Non-Resident Aliens held 5.0 percent (down 0.1 percent), while "others" held 2.8 percent (up 0.8 percent). On Division I women's cross country and track teams, whites held 62.2 percent (up 1.4 percent), African-Americans held 24.0 percent (down 1.3 percent), Latinas held 2.7 percent (down 1.0 percent), American Indian/ Alaskan Natives held .4 percent (down 0.2 percent), Asian-American/ Pacific Islander held 0.9 percent Non-Resident Aliens held 5.7 percent (down 1.3 percent) while "others" held 4.1 percent (up 2.3 percent).

When the numbers of female student-athletes in all sports in Division I were tallied, whites held 70.4 percent (down 5.4 percent), African-Americans held 14.8 percent (up 4.1 percent), Latinos held 2.6 percent (up 0.3 percent), American Indian/Alaskan Native were at 0.4 percent, Asian-American/ Pacific Islanders held 1.7 percent (up 0.1 percent), Non-Resident Aliens held 5.3 percent (down 1.0 percent) while "others" held 4.8 percent (up 2.3 percent). In all, 43.0 percent of all NCAA student-athletes are women and 57.0 percent are men.

TABLE 6:
College Student-Athletes (Female)
Division I (All Sports)

2000-01	All Sports
White	70.4%
African-American	14.8%
Latino	2.6%
American Indian / Alaskan-American	0.4%
Asian-American / Pacific Islander	1.7%
Non-Resident Aliens	5.4%
Other	4.8%
1999-99	**All Sports**
White	75.8%
African-American	10.7%
Latino	2.9%
American Indian / Alaskan-American	0.6%
Asian-American / Pacific Islander	1.6%
Non-Resident Aliens	6.3%
Other	2.5%
1998-97	
White	78.2%
African-American	11.1%
Latino	2.8%
American Indian / Alaskan-American	0.5%
Asian-American / Pacific Islander	1.9%
Non-Resident Aliens	3.8%
Other	1.8%
1991-92	
White	79.8%
African-American	12.8%
Latino	2.2%
American Indian / Alaskan-American	0.3%
Asian-American / Pacific Islander	1.5%
Non-Resident Aliens	-
Other	3.4%

* = Not recorded at this time
Note: Data provided by the NCAA. Historically Black institutions excluded. Only student-athletes receiving financial aid are published in this report.

The Commissioner's Office, League Offices and NCAA Headquarters

For the second consecutive Racial and Gender Report Card, the WNBA had the highest percentage of people of color and women in professional positions in the league offices at 45 and 95 percent, respectively. Those percentages were up by 10 percent for women and remained the same for people of color.

Among the men's leagues, the professional opportunities for people of color increased in the NBA, NFL, Major League Baseball, remained the same in the NHL and decreased in the MLS league office. The NBA, at 28 percent, again had the best opportunities for people of color. The NFL was close at 26 percent.

Professional opportunities for women in the men's leagues were best in the NBA where 40 percent of the professionals were women. Opportunities for women decreased in all the leagues except the WNBA.

Men's Leagues

In the NBA's league office, 28 percent of all professional positions were held by people of color, a three percent gain from the 2000-01 season. Of all the professional employees, 72 percent were white, 17 percent African-American, six percent Latino, and five percent were Asian-American. Since the previous RGRC, Latinos and Asian-Americans each gained two percent, while African-American representation declined by one percent. Women made up 40 percent of the professional employees - a drop of two percent from last year.

There were ten African-Americans in vice president positions:

- Horace Balmer, Senior VP Security
- Michael Bantom, Senior VP Player and Basketball Development
- Stuart Jackson, Senior VP Basketball Operations
- Stephen Richard, Senior VP Finance
- Gail Hunter, VP Events and Attractions
- Robert Jamieson, VP Financial Planning and Analysis
- Stephanie Murphy, VP Retail Sales
- Kenneth Payne, VP Events and Attractions
- Thomas Sanders, VP Player Programs
- Leah Wilcox, VP Player and Talent Relations

Including Hunter, Murphy and Wilcox, there were 13 women at this level:

- Carol Albert, VP Advertising Group
- Kathleen Behrens, VP Community Relations
- Carolyn Blitz Sonn, VP Operations
- Kimberly Bohuny, VP Basketball Operations-International
- Ayala Deutsch, VP and Senior Intellectual Property Counsel
- Randy Hersh Hanlon, VP Team Marketing and Business Operations

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TABLE 7:

National Basketball Association
Professional Employees - League Office

2002	% of Total	Total No.
White	72%	459
African-Amer.	17%	111
Latino	6%	39
Asian-Amer.	5%	30
Other	0	1
Women	40%	259
Total =		640
2000		
White	75%	434
African-Amer.	18%	105
Latino	4%	25
Asian-Amer.	3%	15
Other	<1%	1
Women	42%	246
Total =		580
1998		
White	78%	415
African-Amer.	16%	86
Latino	4%	19
Asian-Amer.	2%	13
Other	0%	0
Women	45%	239
Total =		533
1997		
White	77%	377
African-Amer.	17%	83
Latino	3%	14
Asian-Amer.	3%	12
Other	0%	0
Women	44%	214
Total =		486
1996		
White	79%	308
African-Amer.	16%	61
Latino	<2%	7
Asian-Amer.	3%	10
Other	<1%	3
Women	49%	188
Total =		387
1993		
White	77%	251
African-Amer.	19%	62
Latino	<2%	6
Asian-Amer.	<2%	5
Other	<1%	1
Women	46%	151
Total =		325

Note: The NBA league data includes the league office, NBA Properties, and NBA Entertainment.
Provided by the NBA league office.

Noreen Reilly, VP Administration
Mary Reiling Spencer, VP Marketing Partnerships
Brenda Spoonemore, VP Internet Services
Heidi Ueberroth, Executive VP Global Media Properties and Marketing Partnerships

At the support staff level, 44 percent were white, 36 percent African-American, 16 percent Latino, and four percent Asian-American. Women held 67 percent of the support staff positions. While the percentage of whites declined by 36 percent, the percentage of African-Americans increased by 24 percent, Latinos by ten percent, and Asian-Americans by two percent. The percentage of women increased from 64 to 67 percent.

TABLE 8:

National Basketball Association
Support Staff - League Office

2002	% of Total	Total No.
White	44%	54
African-Amer.	36%	44
Latino	16%	20
Asian-Amer.	4%	5
Other	0%	0
Women	67%	83
Total =		123
2000		
White	60%	120
African-Amer.	12%	24
Latino	6%	12
Asian-Amer.	2%	5
Women	31%	63
Total =		201
1999		
White	50%	99
African-Amer.	34%	68
Latino	13%	26
Asian-Amer.	3%	5
Women	64%	127
Total =		198
1997		
White	50%	94
African-Amer.	31%	59
Latino	15%	29
Asian-Amer.	3%	12
Women	65%	123
Total =		188
1996		
White	60%	126
African-Amer.	30%	63
Latino	9%	18
Asian-Amer.	<2%	3
Women	60%	127
Total =		210
1995		
White	63%	132
African-Amer.	26%	54
Latino	9%	18
Asian-Amer.	2%	4
Women	63%	132
Total =		208

Note: The NBA league data includes the league office, NBA Properties, and NBA Entertainment.
Provided by the NBA league office.

At the management level in the NFL league office, people of color held 26 percent of the positions, up from 23 percent in 2001. Thus, 74 percent were white (down three percent from last year), 14 percent African-American (unchanged), eight percent Asian-American (up one percent), and four percent Latino (up over one percent).

Women held 26 percent of the management posts, a three percent decrease from the last RGRC.

The two African-American vice presidents in the NFL league offices were:
Mike Haynes, VP Player and Employee Development
Harold Henderson, Executive VP Labor Relations/Chairman NFL Management Council
The women at this level were:
Nancy Gill, Senior VP Human Resources and Administration
Barbara Kaczynski, Chief Financial Officer
Tola Murphy-Baran, Senior VP Market Development
Mary Olivetti, VP Systems and Information Processing

Forty-nine percent of the NFL league office's support staff were people color, which was a six percent increase from 2001. On the support staff 51 percent were white, 25 percent African-American, 19 percent Latino, and five percent Asian-American. This marks a six percent decline for whites, a three percent increase in African-Americans, and a three percent increase for Asian-Americans. The

TABLE 9:

National Football League
Office Management

2002	% of Total	Total No.	
White	74%	150	
African-Amer.	14%	28	
Latino	4%	9	
Asian-Amer.	8%	16	
Other	0%	0	
Women	26%	53	
Total =		203	
2000	**% of Total**	**Total No.**	
White	77%	140	
African-Amer.	14%	25	
Latino	<3%	5	
Asian-Amer.	7%	12	
Other	0%	0	
Women	29%	53	
Total =		182	
1998			
White	79%	131	
African-Amer.	15%	25	
Latino	2%	3	
Asian-Amer.	4%	6	Other
0%	0		
Women	26%	43	
Total =		165	
1997			
White	80%	119	
African-Amer.	15%	22	
Latino	2%	3	
Asian-Amer.	3%	4	
Other	0%	0	
Women	26%	39	
Total =		148	
1996			
White	82%	93	
African-Amer.	14%	16	
Latino	<1%	1	
Asian-Amer.	2%	2	
Other	<1%	1	
Women	22%	25	
Total =		113	
1995			
White	79%	62	
African-Amer.	15%	12	
Latino	<2%	1	
Asian-Amer.	3%	2	
Other	<2%	1	
Women	21%	16	
Total =		78	

Note: Provided by the NFL league office.

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percentage of Latinos remained the same as last year. Of these employees, 54 percent were women, a two percent decline from last year's RGRC.

According to Major League Baseball, of the 368 Central Office employees, 13 percent were African-American, 15 percent were Latino, four percent were Asian-American, and less than one percent were Native American. Over 68 percent of the people working in the Central Offices of MLB were white. Forty-six percent of the entire staff were women.

At the senior executive level, 24 percent of the 38 employees were people of color, while women occupied 24 percent of the positions as well. At the director and managerial level, 11 percent of the 37 employees were people of color, while women occupied 38 percent of the posts. Twenty-five percent of all MLB professionals, technicians and supervisors were people of color, while 32 percent were women.

The following people of color were vice presidents in the league office:

- Tom Brasuell, VP Community Affairs
- Julio Carbonell, VP Information Technology
- Shawn Lawson-Cummings, VP International Licensing/ Sponsorship
- Wendy Lewis, VP Strategic Planning, Recruitment and Diversity
- Jonathan Mariner, Senior VP and Chief Financial Officer
- Lou Melendez, VP Baseball Operations, International
- Sharon Robinson, VP Educational Programming
- Ray Scott, VP Human Resources
- Jimmie Lee Solomon, Senior VP Baseball Operations

Including Lewis and Robinson, the following women were vice presidents:

- Katy Feeney, VP Scheduling and Club Relations
- Shawn Lawson-Cummings, VP International Licensing/ Sponsorship
- Bernadette McDonald, VP Broadcast Administration and Operations
- Phyllis Merhige, VP Club Relations
- Marla Miller, Senior VP Special Events
- Jacqueline Parkes, VP Marketing and Advertising

Forty-seven percent of all coordinators, administrators, maintenance, secretarial and clerical position at the Central Offices of MLB were people of color, while women occupied 70 percent of the positions.

In the NHL league office, 84 percent of the professionals were white and 16 percent were people of color; four percent African-American, four percent Latino, seven percent Asian-American, and one percent were of Native American decent. Latino and African-American representation declined one and two percent, respectively, while Asian-American representation increased two percent and Native Americans increased one percent. Women occupied 39 percent of the professional positions, which is a three percent decline from the last RGRC.

The following women were vice presidents in the league office:

- Susan Cohig, VP Strategic Development
- Leslie Gittis, VP Broadcast/TV
- Ruth Gruhin, VP Legal/Quality Control
- Patricia Kleinman-Fallick, VP NHL Productions

TABLE 10:

National Football League
Office Support Staff

	% of Total	Total No.
2002		
White	51%	42
African-Amer.	25%	21
Latino	19%	16
Asian-Amer.	5%	4
Other	0%	0
Women	54%	45
Total =		83
2000		
White	57%	31
African-Amer.	22%	12
Latino	19%	10
Asian-Amer.	2%	1
Other	0%	0
Women	56%	30
Total =		54
1998		
White	70%	40
African-Amer.	19%	11
Latino	9%	5
Asian-Amer.	2%	1
Women	75%	43
Total =		57
1997		
White	68%	34
African-Amer.	22%	11
Latino	8%	4
Asian-Amer.	2%	1
Women	84%	42
Total =		50
1996		
White	81%	56
African-Amer.	12%	8
Latino	4%	3
Asian-Amer.	3%	2
Women	64%	44
Total =		69
1995		
White	85%	68
African-Amer.	8%	6
Latino	5%	4
Asian-Amer.	3%	2
Women	58%	46
Total =		80

Note: Provided by the NFL league office.

TABLE 11:

Major League Baseball
Central Offices: Total Employees

	% of Total
2002	
White	68%
African-Amer.	13%
Asian-American	4%
Hispanic	15%
Native American	1%
Women	46%
Total =	368
Total Minority =	32%
2000	
White	74%
African-Amer.	14%
Asian-American	2%
Hispanic	14%
Native American	0.6%
Women	47%
Total =	314
Total Minority =	26%
1997	
White	78%
African-Amer.	13%
Asian-American	1%
Hispanic	8%
Women	53%
Total =	215
Total Minority =	22%
1995	
White	72%
African-Amer.	18%
Asian-American	1%
Hispanic	9%
Women	54%
Total =	141
Total Minority =	28%
1993-94	
White	78%
African-Amer.	16%
Asian-American	0%
Hispanic	6%
Women	56%
Total =	188
Total Minority =	22%
1990	
White	79%
African-Amer.	14%
Asian-American	0%
Hispanic	7%
Women	55%
Total =	116
Total Minority =	21%
1989	
White	76%
African-Amer.	18%
Asian-American	0%
Hispanic	6%
Women	51%
Total =	93
Total Minority =	24%

Note: Chart Provided by MLB.

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TABLE 12:

National Hockey League and Major League Soccer:

Office: Professional Staff

2002	NHL		MLS	
White	84%	169	79%	19
African-Amer.	4%	8	8%	2
Latino	4%	9	13%	3
Asian-Amer.	7%	13	0%	0
Amer. Indian	<1%	1	0%	0
Women	39%	78	17%	4
2000	**NHL**		**MLS**	
White	84%	173	74%	42
African-Amer.	6%	13	5%	3
Latino	5%	10	19%	11
Asian-Amer.	5%	10	2%	1
Amer. Indian	0%	0	0%	0
Women	42%	86	30%	17
1999	**NHL**		**MLS**	
White	84%	157	84%	36
African-Amer.	8%	15	0%	0
Latino	4%	7	14%	6
Asian-Amer.	4%	8	2%	1
Women	43%	81	40%	17
1998	**NHL**		**MLS**	
White	81%	128	81%	43
African-Amer.	8%	13	0%	0
Latino	5%	8	17%	9
Asian-Amer.	6%	10	2%	1
Women	41%	65	47%	25

Office: Support Staff

2002	NHL		MLS	
White	61%	43	58%	7
African-Amer.	14%	10	25%	3
Latino	20%	14	17%	2
Asian-Amer.	5%	4	0%	0
Women	58%	41	42%	5
2000	**NHL**		**MLS**	
White	60%	55	57%	4
African-Amer.	14%	13	29%	2
Latino	18%	17	14%	1
Asian-Amer.	8%	7	0%	0
Women	68%	63	71%	5
1999	**NHL**		**MLS**	
White	49%	43	50%	4
African-Amer.	20%	17	50%	4
Latino	23%	20	0%	0
Asian-Amer.	8%	7	0%	0
Women	80%	70	100%	8
1998	**NHL**		**MLS**	
White	80%	53	29%	2
African-Amer.	16%	14	57%	4
Latino	18%	16	14%	1
Asian-Amer.	6%	6	0%	0
Women	74%	66	83%	4

Note: The NHL league data includes the leagues office and NHL Enterprises LP. Provided by the NHL league office.
Note: Provided by the MLS league office.

Bernadette Mansur, Group VP NHL Corporate Communications
Mary McCarthy, VP Finance
Olivia Pietrantonio, VP NHL Finance
Alysse Soll, VP Fan Development
Mary Sotis, VP NHL Legal and Intellectual Properties

At the support staff level, whites held 61 percent of the positions, while African-Americans occupied 14 percent, Latinos 20 percent and Asian-Americans five percent. This was a one percent increase for whites, a two percent increase for Latinos and a three percent decrease for Asian-Americans (the percentage of African-Americans was unchanged). The percentage of women in these positions dropped from 68 to 58 percent – a ten percent decrease.

TABLE 13:

Women's National Basketball Association

League Office: Professional Staff

2002	% of Total	Total No.
White	55%	12
African-American	36%	8
Latino	9%	2
Other	0%	0
Women	95%	21
2000	**% of Total**	**Total No.**
White	55%	11
African-American	35%	7
Latino	5%	1
Other	5%	1
Women	85%	17
1998		
White	69%	9
African-American	23%	3
Latino	0%	0
Asian-Amer.	8%	1
Native-American	0%	0
Women	69%	9

League Office: Support Staff

2002	% of Total	Total No.
White	50%	1
African-American	50%	1
Latino	0%	0
Asian	0%	0
Women	100%	2
2000		
White	50%	1
African-American	50%	1
Latino	0%	0
Asian	0%	0
Women	100%	2
1998		
White	100%	3
African-American	0%	0
Latino	0%	0
Asian-Amer.	0%	0
Women	100%	3

Note: Provided by the WNBA

At the professional level in Major League Soccer in 2002, people of color held 21 percent of the positions which was a five percent decline from the last RGRC. Seventy-nine percent of MLS professionals were white, while eight percent were African-American and 13 percent were Latino. This was a three percent increase for African-Americans and a six percent decrease for Latinos. There were no Asian-American professionals at the MLS league office.

In 2002, 17 percent of professional staff were women. This was a 13 percent drop for women and also was the second year in a row in which Major League Soccer has experienced a double digit decline for women.

Nelson Rodriguez, Vice President Administration and Operations, was the only Latino vice president. JoAnn Neale, Senior Vice President Business and Legal Affairs, and Dianne Lynch, Vice President Special Events, were the two women vice presidents in the MLS league office.

At the support staff level, whites held 58 percent of the positions, African-Americans occupied 25 percent, and 17 percent of support staff were Latino. This was a four percent drop for African-Americans and a three percent increase for Latinos. Women held 42 percent of these positions, which was a 29 percent drop from the last RGRC.

Women's Leagues (WNBA)

The WNBA is operated as a separate and independent league from the NBA. It is the only professional league being reviewed here in which a woman, Valerie B. Ackerman, is the president. According to the figures provided by the league, the WNBA league office has a dedicated staff that includes full-time personnel in basketball and business operations, player personnel, fan development, and public relations.

However, with respect to other staff services, the league judged that there would be significant efficiencies and cost saving opportunities that arise out of common ownership and related functions that must be performed by both leagues. As a result, WNBA staffing needs with respect to administration, marketing, product licensing, legal services, broadcasting, international development, event management, team operations, internet/technology services and general services are performed on a "shared" basis by the NBA personnel who perform the same or similar functions for the WNBA as they do for the NBA.

All WNBA teams are located in NBA cities, with the NBA front offices in those cities responsible for the day-to-day operations of the WNBA teams. Each WNBA team employs dedicated coaches, trainers and public relations representatives and, like the league office, "shares" most of its common non-player personnel with the NBA operator.

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TABLE 14:

National Collegiate Athletic Association

Top Administrative Vice President/Chief of Staff

2000	% of Total	Total No.
White	83.3%	10
African-Amer.	16.7%	3
Latino	0%	0
Other	0%	0
Women	26.7%	4
Total =		15
1998		
White	81.2%	13
African-Amer.	18.8%	3
Latino	0%	0
Other	0%	0
Women	25.0%	4
Total =		16
1997		
White	86.6%	13
African-Amer.	13.3%	2
Latino	0%	0
Other	0%	0
Women	26.6%	4
Total =		15

Chief Aides/Directors

2000	% of Total	Total No.
White	82.9%	34
African-Amer.	9.7%	4
Latino	2.4%	1
Other	4.8%	2
Women	39.0%	16
Total =		41
1998		
White	85.7%	36
African-Amer.	7.1%	3
Latino	2.4%	1
Other	4.8%	2
Women	38.1%	16
Total =		42
1997		
White	92.1%	35
African-Amer.	5.3%	2
Latino	2.6%	1
Other	0%	0
Women	34.2%	13
Total =		38

At the professional staff level in the league office of the WNBA, people of color occupied 45 percent of the posts, while whites held 55 percent. African-Americans held 36 percent of the positions, while Latinos occupied nine percent. This is a one percent increase for African-American representation and a four percent gain for Latinos.

Women filled 95 percent of the professional staff positions in the WNBA, which is a ten percent increase from last year. Renee Brown, Vice President of Player Personnel, an African-American woman is only person of color in a vice president position. Besides Brown, there are two other women vice presidents in the WNBA league office:

- Paula Hanson, Senior VP and Chief Operating Officer
- Teri Schindler, VP WNBA Broadcasting and Senior Coordinating Producer

While not possessing a vice president title, there were six other women whose roles has similar responsibilities:

- Traci Cook, Senior Director Corporate Communications
- Maureen Coyle, Senior Director Sports Communications
- Connie Hurlbut, Director Basketball Operations
- Tatia Mays-Russell, Director Business Operations (African-American)
- Alicia Parker, Director Security (African-American)
- Karin Buchholz, Director of Fan Development (Latino)

NCAA Headquarters

At the Indianapolis headquarters of the National Collegiate Athletic Association, African-Americans occupied 19 percent of the positions at the vice president/chief of staff level. Whites held the remaining 81 percent of the posts, a decrease of 2.3 percent since the last report. Women occupied 25 percent of these positions, which was a decrease of 1.7 percent since the last RGRC.

The African-American vice-presidents were:

- Dan Boggan-Sr. Vice President and Chief Operating Officer
- Danita Edwards-Vice president for Public Affairs
- Ronald Stratten-Vice President for Education Services

In Addition to Edwards, there were three other women serving as vice-presidents:

- Judith Sweet -Vice President for Championships (EA)
- Elsa Cole-Chief Legal Counsel (EA)
- Donna Noonan-Vice President for Women's Final Four (EA)

At the chief aides/directors level, whites occupied 79 percent of the positions while people of color held the remaining 21 percent. This was an 8.6 percent jump for people of color in the chief aide/director positions. African-Americans held 14 percent of the chief aide/director positions, Latinos five percent, and Asian-Americans occupied two percent. Over 42 percent of theses positions were filled by women, an increase of over four percent.

At the administration level, people of color occupied 22.7 percent of the positions while whites held 77.3 percent. African-Americans held 22.2 (up .3) percent of the positions, while Asian-Americans occupied less than one percent. The percentage of women increased from 51.4 to 54.5 percent (up 3.1 percent).

The percentage of people of color in support staff positions dropped from 17.3 to 15.5 percent (down 1.8) while whites increased from 82.7 to 84.5 percent. African-Americans held 13 percent of the support staff positions, while Latino, Asian-American, and Native Americans each occupied just under one percent. Over 84 percent of the support staff were women (down 6.7 percent) since the last Racial and Gender Report Card.

TABLE 15:

National Collegiate Athletic Association

Administrative

2000	% of Total	Total No.
White	78.6%	105
African-Amer.	21.9%	30
Latino	0.7%	1
Other	0.7%	1
Women	49.6%	68
Total =		137
1998		
White	78.3%	90
African-Amer.	19.1%	22
Latino	2.6%	3
Other	0%	0
Women	49.2%	53
Total =		115
1997		
White	76.2%	77
African-Amer.	19.1%	22
Latino	1.0%	3
Other	0%	0
Women	47.5%	48
Total =		101

Support Staff

2000	% of Total	Total No.
White	84.0%	100
African-Amer.	13.4%	16
Latino	0.8%	1
Other	1.6%	2
Women	90.7%	108
Total =		119
1998		
White	90.5%	106
African-Amer.	6.9%	8
Latino	0%	0
Other	2.5%	3
Women	94.8%	110
Total =		122
White	92%	92
African-Amer.	7%	7
Latino	0%	0
Other	1%	1
Women	54.4%	85
Total =		100

Note: Data Provided by the NCAA. Historically Black Institutions excluded.

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Ownership

Perhaps the biggest news for the 2003 RGRC was that Robert Johnson, owner of BET, became the first African-American majority owner in professional sport when he was awarded the right to purchase the NBA's new franchise in Charlotte. Also during the 2002 year, Donald V. Watkins became a contender for a Major League Baseball franchise starting with his offer to buy the Minnesota Twins.

Few teams in Major League Baseball, the National Basketball Association, the National Football League, the National Hockey League and Major League Soccer were owned entirely by one individual. Most organizations had a group of investors who have part ownership in a franchise or were owned by a corporation. In all of professional sport, where it is estimated that there are more than 300 minority owners on the 147 franchises, there are 10 African-American, two Latino and 48 women who are minority owners.

"Prior to Johnson's purchase of the Charlotte franchise, the New York Islanders were the only professional sports team that had people of color as majority owners."

Prior to Johnson's purchase of the Charlotte franchise, the New York Islanders were the only professional sports team that had people of color as majority owners. Charles B. Wang of Shanghai, China and Sanjay Kumar of Colombo, Sri Lanka were the co-owners of the team during the 2002-03 NHL season.

There were four women who had majority ownership of professional franchises. Georgia Frontiere and Denise DeBartolo own the NFL's St. Louis Rams and San Francisco 49ers, respectively. Charline McCombs was listed as co-owner of the Minnesota Vikings, along with her husband Red McCombs, while Marian Illitch was listed as co-owner of the Detroit Red Wings, along with her husband Mike Illitch.

There were six people of color who have a minority-share ownership on four NBA teams:

- Edward Gardner, Chicago Bulls (African-American)
- Earvin "Magic" Johnson, LA Lakers (African-American)
- Fred Jones, Memphis Grizzlies (African-American)
- Charles Ewing, Memphis Grizzlies (African-American)
- Julio Iglesias, Miami Heat (Latino)
- Amancio Suarez, Miami Heat (Latino)

There were 15 women, including five for the Orlando Magic, who currently have minority shares on five NBA franchises:

- Ann Lurie, Chicago Bulls
- Carol P. Norton, Chicago Bulls
- Dorothy Gerson, Detroit Pistons
- Miriam Mondry, Detroit Pistons
- Ann Newman, Detroit Pistons
- Barbara Rosser Hyde, Memphis Grizzlies
- Teri E. Popp, Minnesota Timberwolves
- Joyce Sexton, Minnesota Timberwolves
- Glenda Taylor, Minnesota Timberwolves
- Betsy DeVos, Orlando Magic
- Helen DeVos, Orlando Magic
- Maria DeVos, Orlando Magic
- Pam DeVos, Orlando Magic
- Cheri Vander Weide, Orlando Magic
- Cassandra Carr, San Antonio Spurs

TABLE 16:

Majority Owners/Primary Owner

	NBA	NFL	MLB	NHL
2001-02				
White	100%	100%	100%	94%
African-Amer.	0%	0%	0%	0%
Latino	0%	0%	0%	0%
Asian-American	0%	0%	0%	6% *
Women	0%	9%	0%	9%
2000-01				
White	100%	100%	100%	97%
African-Amer.	0%	0%	0%	0%
Latino	0%	0%	0%	0%
Asian-American	0%	0%	0%	3% *
Women	0%	6%	0%	0%
1999-00				
White	100%	100%	100%	100%
African-Amer.	0%	0%	0%	0%
Latino	0%	0%	0%	0%
Asian-American	0%	0%	0%	0%
Women	0%	6%	0%	0%
1998-99				
White	100%	100%	97%	100%
African-Amer.	0%	0%	0%	0%
Latino	0%	0%	0%	0%
Asian-American	0%	0%	3%	0%
Women	0%	6%	3%	0%
1997-98				
White	100%	100%	97%	96%
African-Amer.	0%	0%	0%	0%
Latino	0%	0%	0%	0%
Asian-American	0%	0%	3%	4%
Women	0%	7%	3%	0%

* = Charles B. Wang and Sanjay Kumar are the co-owners of the New York Islanders

In the 2001 season, Deron L. Cherry of the Jacksonville Jaguars was the only African-American listed as a limited partner in the NFL. Thirteen women were minority shareholders of six NFL teams, including four minority owners of the Tennessee Titans:

- Dorothy Knox, Atlanta Falcons
- Karen Own, Atlanta Falcons
- Caroll Walraven, Atlanta Falcons
- Ashley Allen, Carolina Panthers
- Katie Morris, Carolina Panthers
- Rosalind Richardson, Carolina Panthers
- Virginia McCaskey, Chicago Bears
- Delores Weaver, Jacksonville Jaguars
- Nancy Adams, Tennessee Titans
- Amy Strunk, Tennessee Titans
- Susie Lewis, Tennessee Titans
- Susan Smith, Tennessee Titans
- Michele Snyder, Washington Redskins

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In the 2001-02 NHL season, Rual Fernandez of the Washington Capitals was the only person of color listed as a limited partner. Five women were minority shareholders of three NHL teams:

Denise Illitch, Detroit Red Wings
Barbara Gage, Minnesota Wild
Trisha Hoyt, Minnesota Wild
Jill Trautz, Minnesota Wild
Fran Tobin, Philadelphia Flyers

The Minnesota Wild led the NHL with three women minority shareholders.

In Major League Baseball, there were four people of color with minority share holdings:

Henry Aaron, Atlanta Braves (African-American)
Rubeye M. Lucas, Atlanta Braves (African-American)
Linda Alvarado, Colorado Rockies (Latina)
P.J. Benton, Tampa Bay Devil Rays (African-American)

Including Lucas, Alvarado, and Benton, there were 15 women listed as partners of eight baseball teams.

Wanda T. Clancy, Baltimore Orioles
Pat Smyth, Baltimore Orioles
Pam Shriver, Baltimore Orioles
Ruth Glass, Kansas City Royals
Dayna Martz, Kansas City Royals
Julia Irene Kauffman, Kansas City Royals
Eloise Pohlad, Minnesota Twins
Jessica Malloy, NY Yankees
Jennifer S. Swindal, NY Yankees
Charlotte Whitkind, NY Yankees
Joan Steinbrenner, NY Yankees
Claire Betz, Philadelphia Phillies

It is worth noting that Major League Soccer is quite different in its corporate structure compared to other professional leagues. The "owners" are all investors in a single entity league. There is a great deal of autonomy given to each investor and the teams that they manage, but ultimately they are investors in the league. Major League Soccer's Board of Governors is comparable to a corporation's Board of Directors. There were no women, but there were two people of color on the MLS Board of Governors. Sunil Gulati (India) and Haruyuki Takahasi (Japan) are international members of the MLS Board of Governors.

Coaches

Records for all-time highs for people of color were set in the coaching ranks in the NBA, Major League Baseball and in Division I Men's and Women's College basketball and in Women's Track/Cross Country. The NFL, with two head coaches in the 2002 season, was at their lowest point since the 1991 season. Major League Soccer had only 11 percent of their head coaches who were Latino. That was its smallest percentage since coverage began in the RGRC in 1996. At 20 percent, the WNBA had its lowest percent of African-American coaches since the founding of the league. Whites held all the coaching jobs in the NHL.

As of this publication, there are 24 head coaches/managers who are people of color in the three biggest professional leagues, which surpassed the previous record in the 2001 Racial and Gender Report Card of 20. The NBA had twelve African-Americans, the NFL had three African-American head coaches, Major League Baseball had six African-American and three Latino managers, and the WNBA had three African-American coaches.

"... there are 24 head coaches/managers who are people of color in the three biggest professional leagues, which surpassed the previous record in the 2001 (RGRC) of 20."

At the college level, Division I men's college basketball set a new high with 22.9 percent of the head coaching jobs held by African-Americans. In the Division I women's basketball programs, African-Americans held an all-time high of 11.3 percent. Another 1.8 percent were held by Asians and Latinos. Twenty percent of the women's track/cross country head coaching positions were held by people of color, another all-time record high.

Division IA college football was another story. When Bobby Williams was fired during the 2002 season, African-Americans reached their lowest percent in a decade with only three head coaches. There were no African-American head coaches in college baseball, until Tony Gwynn was hired by San Diego State University in 2003. When examining all sports in all Divisions, whites average more than 90 percent of all the head coaching jobs for both men's and women's sport. NCAA Division III was the worst with 93.4 percent held by whites.

In the 30th year of Title IX, women held less than 45 percent of the head coaching

TABLE 17:

Head Coaches and Managers

	NBA		NFL		MLB		NHL		MLS	
2001-02										
White	52%	15	94%	30	68%	21	100%	30	80%	8
African-American	48%	14	6%	2	26%	8	0%	0	0%	0
Asian	0%	0	0%	0	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	6%	2	0%	0	20%	2
2000-01										
White	66%	19	90%	28	77%	25	100%	28	75%	9
African-American	34%	10	10%	3	20%	6	0%	0	0%	0
Asian	0%	0	0%	0	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	3%	1	0%	0	25%	3
1999-00										
White	79%	23	94%	29	83%	25	100%	28	83%	10
African-American	21%	6	6%	2	13%	4	0%	0	0%	0
Asian	0%	0	0%	0	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	3%	1	0%	0	17%	2
1998-99										
White	86%	25	90%	28	90%	27	100%	28	83%	10
African-American	14%	4	10%	3	7%	2	0%	0	0%	0
Asian	0%	0	0%	0	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	3%	1	0%	0	17%	2
1997-98										
White	83%	24	90%	27	87%	26	100%	28	67%	8
African-American	17%	5	10%	3	10%	3	0%	0	0%	0
Asian	0%	0	0%	0	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	3%	1	0%	0	33%	4
1996-97										
White	76%	22	90%	27	86%	24	–	–	–	–
African-American	24%	7	10%	3	11%	3	–	–	–	–
Latino	0%	0	0%	0	3%	1	–	–	–	–
1995-96										
White	81%	23	90%	27	86%	24	–	–	–	–
African-American	19%	6	10%	3	11%	3	–	–	–	–
Latino	0%	0	3%	1	3%	1	–	–	–	–
1994-95										
White	81%	22	93%	28	86%	24	–	–	–	–
African-American	19%	5	7%	2	11%	3	–	–	–	–
Latino	0%	0	0%	0	3%	1	–	–	–	–
1993-94										
White	81%	22	89%	25	82%	23	–	–	–	–
African-American	19%	5	7%	2	14%	4	–	–	–	–
Latino	0%	0	<4%	1	3%	1	–	–	–	–
1992-93										
White	74%	20	89%	25	79%	22	–	–	–	–
African-American	26%	7	7%	2	14%	4	–	–	–	–
Latino	0%	0	<4%	1	7%	2	–	–	–	–
1991-92										
White	93%	25	93%	26	89%	23	–	–	–	–
African-American	7%	2	7%	2	7%	2	–	–	–	–
Latino	0%	0	0%	0	<4%	1	–	–	–	–
1990-91										
White	78%	21	96%	27	89%	23	–	–	–	–
African-American	22%	6	4%	1	7%	2	–	–	–	–
Latino	0%	0	0%	0	<4%	1	–	–	–	–
1989-90										
White	78%	21	96%	27	93%	24	–	–	–	–
African-American	22%	6	4%	1	<4%	1	–	–	–	–
Latino	0%	0	0%	0	<4%	1	–	–	–	–

positions of women's college teams in all season,the NCAA divisions for all sports combined.

Men's Professional Sports

African-Americans held a record 14 head coaching jobs in the 2001-02 NBA season, reaching 48 percent of the total. This was the highest in the history of any sport – collegiate or professional- and was a 14 percent increase from the last Racial and Gender Report Card. The percentage of whites decreased fourteen percent. There were no Asian-American or Latino NBA head coaches.

The NFL dropped from three to two head coaches, decreasing from ten to six percent. Whites increased from 90 to 94 percent, holding 30 head coaching positions. As with the NBA, there were no Asian-Americans or Latinos in these positions.

The NFL's lack of head coaches received extensive public attention after the release of a report by civil rights attorneys Cyrus Mehri and Johnny Cochran entitled *Black Coaches in the National football League: Superior Performance, Inferior Opportunities*. The report came with an implied threat of legal action. The NFL responded with a Diversity Committee which recommended that all head coaching openings must have at least one minority candidate in the pool. At the end of the 2002 NFL

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season, there were six openings. Of these openings, one was (as of 2/1/03) filled by an African-American candidate when Marvin Lewis was hired by the Cincinnati Bengals.

In Major League Baseball, the number of managers of color increased by seven, with 68 percent being white, 26 percent African-American, and six percent Latino. There were no Asian-American managers in the Major Leagues. This was an all-time high for MLB. Many believed the increase was a result of the Commissioner's policy that all candidate slates had to be submitted to the Commissioner's office.

Whites held all the head coaching positions in the NHL. In the 86 year history of the NHL, there has been only one person of color who was a head coach. Ted Nolan coached the Buffalo Sabres from 1995 to 1997.

The MLS experienced changes in the percentage held by people of color with Latinos dropping from 25 to 20 percent. Whites continued to dominate this category holding 80 percent of these posts, which was a five percent increase from last year's RGRC. There were no African-American head coaches in MLS.

In the WNBA, the percentage of all groups experienced a drop except for whites which increased from 75 to 81 percent. African-Americans dropped from 25 to 20 percent, while the percentage of women decreased by three percent from 44 to 41 percent. There were no Asian-Americans or Latinos as head coaches in the WNBA.

As of this writing, there were 24 African-American head coaches in the NBA, WNBA, NFL, and MLB. In the NFL there are currently three African-Americans head coaches, three within the WNBA, four within MLB, and twelve within the NBA.

In the 2001-02 season, there was an all-time high of fourteen African-American head coaches in the NBA, representing a 17 percent gain from the previous year. The fourteen African American coaches were:

Bill Cartwright, Chicago Bulls
Paul Silas, Charlotte Hornets
John Lucas, Cleveland Cavaliers
Mike Evans, Denver Nuggets
Isiah Thomas, Indiana Pacers
Alvin Gentry, L.A. Clippers
Byron Scott, New Jersey Nets
Don Cheany, New York Knicks
Doc Rivers, Orlando Magic
Frank Johnson, Phoenix Suns
Maurice Cheeks, Portland Trail Blazers
Nate McMillan, Seattle Supersonics
Lenny Wilkins, Toronto Raptors
Sidney Lowe, Vancouver Grizzlies

As of the publication, there were twelve African-American head coaches in the 2002-03 season.

Bill Cartwright, Chicago Bulls
Keith Smart, Cleveland Cavaliers
Isiah Thomas, Indiana Pacers
Alvin Gentry, L.A. Clippers
Byron Scott, New Jersey Nets
Paul Silas, New Orleans Hornets
Don Cheany, New York Knicks
Doc Rivers, Orlando Magic
Frank Johnson, Phoenix Suns
Maurice Cheeks, Portland Trail Blazers
Nate McMillan, Seattle Supersonics
Lenny Wilkins, Toronto Raptors

At the end of the NFL 2002 season, there was no change in the total number of African-American head coaches. The two African-American head coaches (six percent of the total) were:

Tony Dungy, Indianapolis Colts
Herm Edwards, New York Jets

Their teams met in the playoffs, marking the first time two African-American head coaches played against each other. After the regular season, the Cincinnati Bengals hired Marvin Lewis as Head Coach.

In the 2002 MLB season, 32 percent (ten) of managers were people of color. This marks the highest minority representation in managerial positions in the history of Major League Baseball. The managers were:

Don Baylor, Chicago Cubs (African American)
Jerry Manuel, Chicago White Sox (African-American)
Tony Pena, Kansas City Royals (Latino)

TABLE 18:

Women's National Basketball Association

Head Coaches

	% of Total	Total No.
2002		
White	82%	14
African-American	18%	3
Latino	0%	0
Asian-American	0%	0
Women	41%	7
2001		
White	75%	12
African-American	25%	4
Latino	0%	0
Asian-American	0%	0
Women	44%	7
2000		
White	69%	11
African-American	31%	5
Latino	0%	0
Asian-American	0%	0
Women	44%	7
1999		
White	75%	9
African-American	25%	3
Latino	0%	0
Asian-American	0%	0
Women	50%	6
1998		
White	60%	6
African-American	40%	4
Latino	0%	0
Asian-American	0%	0
Women	70%	7

Davey Lopes, Milwaukee Brewers (African-American)
Jerry Royster, Milwaukee Brewers (African-American)
Frank Robinson, Montreal Expos (African-American)
Lloyd McClendon, Pittsburgh Pirates (African-American)
Dusty Baker, San Francisco Giants (African-American)
Hal MacRae, Tampa Bay Devil Rays (African-American)
Carlos Tosca, Toronto Blue Jays (Latino)

Following the season, Hal MacRae left the Devil Rays and Davey Lopes left Milwaukee. Dusty Baker also left San Francisco to replace Don Baylor with the Chicago Cubs. The vacancy in San Francisco was filled immediately by veteran coach, Felipe Alou, marking his return to MLB since being fired by the Expos last season. Thus, there were nine people of color as managers as of this writing.

In the 2002 MLS season, 80 percent of the head coaches were white, with the remaining 20 percent Latino. The two Latinos holding head coaching positions were Octavio Zambrano of the MetroStars and Fernando Clavijo of the New England Revolution.

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The WNBA

There were three African American head coaches at the start of the 2002 WNBA season down from four at the start of the 2001 WNBA season. This was down from the last RGRC from 25 to 19 percent because of the replacement of Fred Williams of the Utah Starzz by Candi Harvey. The three African American head coaches were:

Michael Cooper, LA Sparks
Dee Brown, Orlando Miracle
Cynthia Cooper, Phoenix Mercury

There were seven other women at this post at the throughout the season. The women were:

Ann Donovan, Charlotte Sting
Nell Fortner, Indiana Fever
Susie McConnell-Serio, Minnesota Lynx
Linda Hargrove, Portland Fire
Maura McHugh, Sacramento Monarchs
Lin Dunn, Seattle Storm
Marianne Stanley, Washington Mystics

It is worth noting that after the Racial and Gender Report Card was generated, Trudi Lacey (African-American) was hired as the head coach and assistant general manager for the Charlotte Sting, and John Shumate (African-American) was hired as the head coach of the Phoenix Mercury.

College Sports

College sports continued to receive considerable scrutiny for its poor performance in hiring people of color in head coaching positions in both men's and women's sports. New NCAA President Myles Brand has made it a priority, as had his predecessor, Cedric Dempsey.

Aside from basketball for men, where African-Americans reached an all time high percentage of 22.9 percent of all Division I men's coaches, the opportunities for people of color in other men's sports declined. African-Americans went from 4.7 percent to 2.1 percent in Division IA football and there were no African-Americans among Division I baseball coaches. Only 2.5 percent of

TABLE 19:

College Head Coaches
Men's Teams

Division I

2000-01	Basketball	Football	Baseball
White	76.7%	96.9%	97.5%
African-American	22.9%	2.1%	0.0%
Other	0.4%	1.0%	2.5%
1999-00			
White	78.0%	95.3%	95.2%
African-American	21.6%	4.7%	0.4%
Other	0.3%	0.0%	4.4%
1997-98			
White	79.9%	92.2%	96.7%
African-American	19.4%	7.8%	0.4%
Other	0.7%	0%	2.9%
1995-96			
White	81.5%	94.4%	97.6%
African-American	17.4%	5.6%	0%
Other	1.0%	0%	2.4%

Division I, II, III*

2000-01	Basketball	Football	Baseball
White	86.6%	97.1%	96.8%
African-American	12.7%	2.0%	0.4%
Other	0.7%	0.9%	2.8%
1999-00			
White	85.9%	97.3%	96.0%
African-American	12.7%	1.8%	0.4%
Other	1.4%	0.9%	3.6%
1997-98			
White	87.2%	97.0%	96.7%
African-American	12.2%	2.6%	0.7%
Other	0.6%	0.4%	2.6%
1995-96			
White	87.3%	98.5%	97.6%
African-American	11.3%	2.7%	0.8%
Other	1.5%	0.7%	1.6%

* Historically Black Institutions excluded Note: Data provided by the NCAA

head baseball coaches were people of color. All were Latino. The numbers get even worse when you look at these sports in other Divisions. For basketball in all divisions combined, African-Americans held 12.7 percent of the head coaching positions. In all Divisions combined for football, African-Americans held 2 percent. In baseball African-Americans held 0.4 percent and Latinos only held 1.9 percent. Whites, on the other hand, held 86.6, 97.1, and 96.8 percent of the head positions in basketball, football and baseball, respectively.

Clearly, we have an even longer way to go in all Divisions when you look at all sports combined in each division. Whites held 89.9, 93.2, and 93.4 percent of all head coaching positions in Division I, II and III, respectively. One could argue it is getting better for African-Americans because they increased by 1.3, 0.2, and .5 percent in the respective divisions. However, the 2003 Racial and Gender Report Card is reporting, based on NCAA data, that African-Americans held only 7.3, 3.8 and 3.8 percent of the head coaching positions in the three NCAA divisions, respectively. Latinos held 1.5 percent, 1.2 and 1.5 percent in the respective divisions. Asians and Native Americans were barely on the NCAA's radar screen.

In fact, African-Americans were so underrepresented as head coaches that the percent of women coaching men's teams actually exceeded that of African-Americans in Division II (5 vs. 3.8 percent) and in Division III (6.4 to 3.8 percent).

Men's College Sport

During the 2000-2001 academic year in NCAA collegiate athletics, there was an increase in representation for African-American head coaches in basketball in division I from 21.6 percent to 22.9 percent. Native-American men held 0.4 percent.

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TABLE 20:

College Head Coaches*

	Division I				Division II				Division III			
	Men's Sports		Women's Sports		Men's Sports		Women's Sports		Men's Sports		Women's Sports	
2000-01	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
White	87.4%	2.5%	51.2%	38.1%	88.6%	4.6%	58.4%	34.4%	87.4%	5.9%	50.7%	42.7%
African-American	6.9%	0.4%	4.0%	3.2%	3.5%	0.3%	2.5%	1.2%	3.5%	0.3%	2.7%	1.3%
Asian-American	0.1%	0.0%	0.0%	0.4%	0.6%	0.1%	1.0%	0.2%	0.4%	0.1%	0.6%	0.2%
Latino	1.4%	0.1%	0.9%	0.5%	1.2%	0.0%	0.7%	0.3%	1.5%	0.0%	1.2%	0.4%
Native-American	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%	0.2%	0.0%	0.1%	0.0%
Other	0.1%	0.0%	0.6%	0.0%	0.8%	0.1%	0.9%	0.4%	0.4%	0.1%	0.1%	0.1%
Total Women		3.0%		42.3%		5.1%		36.5%		6.4%		44.7%
1998-99	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	89.8%	2.0%	52.5%	39.1%	88.0%	3.2%	58.7%	33.3%	89.8%	4.1%	49.2%	44.2%
African-American	5.0%	0.1%	3.1%	2.6%	3.4%	0.2%	2.4%	1.0%	3.5%	0.1%	2.6%	1.2%
Other	2.2%	0.0%	2.2%	0.4%	4.6%	0.4%	3.7%	0.7%	2.4%	0.1%	2.0%	0.8%
Total Women		0.2%		42.1%		3.8%		35.0%		4.3%		46.2%

* = Historically Black Institutions excluded

Note: Data provided by the NCAA

In Division IA football, the percentage of African-American head coaches fell from 4.7 percent to 2.1 for the 2000-2001 year.

The African-American head coaches at the start of the 2000 season were:

Fitz Hill, San Jose State
Tony Samuel, New Mexico State
Bobby Williams, Michigan State
Tyrone Willingham, Notre Dame

Bobby Williams was fired during the 2002 season. At the end of the season, UCLA hired Karl Dorrell to keep the number of African-American head coaches at four.

In all Division IA and IIA, the percentage of African-American coaches was 2.1 percent. Jerome Souers, a Native-American, was head coach at Northern Arizona University. At the end of the 2002 season, St. Mary's hired Vincent White who became the first African-American head coach in Division IAA since Floyd Keith left the University of Rhode Island in 1999.

In Division I baseball, the percentage of both African-Americans and Latinos dropped significantly. There were no African-American head coaches in Division I baseball in the reporting period. African-Americans fell from 0.4 percent to zero, while Latinos dropped from 4.4 percent to 2.5. After the reporting period San Diego State University hired Tony Gwynn to manage its team. Thus, Gwynn was the only African-American manager in Division I.

In all the divisions combined for men's basketball head coaching positions, whites gained 0.7 percent to 86.6, African-Americans remained the same with 12.7 percent while "others" dropped from 1.4 percent to 0.6 percent.

When all divisions were combined in football, there were small changes for whites, African-Americans and "others" in head coaching positions. Whites dropped 0.2 percent, to 97.1 percent, while African-Americans gained 0.2 percent going from 1.8 percent to 2.0 percent and "others" gained 0.1 percent to 1.0 percent of these positions.

The percentage of head coaching positions in baseball in all three divisions combined held by people of color dropped. Whites gained 0.8 percent of these positions going from an already high 96.0 percent to 96.8 percent. African-Americans remained the same at 0.4 percent. Asians held 0.4 percent, Latinos held 1.9 percent, Native-Americans held 0.1 percent and "others" held 0.3 percent of these posts.

In the combined men's sports in Division I, there continued to be some change in diversity in 2000-01. Whites decreased by 2.1 percent to 89.9 percent of the combined head coaching positions in Division I. African Americans held 7.3 percent, up 1.3 percent from the last Racial and Gender Report Card. Asian men held 0.6 percent, Latino men held 1.4 percent, Native American men held 0.2 percent and "other" men held 0.6 percent.

Women overall held 2.9 percent of these positions, up 0.8 percent from the last Racial and Gender Report Card. White women held 2.5 while African-American women held 0.4 percent of these posts.

There was slightly more change in Division II. In the combined sports programs, opportunities for people of color increased 1.8 percent. Whites held 93.2 percent and African-Americans held 3.8 percent of all head coaching positions in this division. Asian men were at 0.8 percent, Latino men held 1.2 percent, Native American men held 0.1 percent and "other" men held 0.8 percent. Women holding these positions in men's sports increased significantly from 3.8 percent to 5.0 percent. White women held 4.6 percent, African-American women held 0.3 percent and "other" women held 0.1 percent.

In Division III, while people of color held 6.6 percent of all head coaching positions, a .5 percent gain from the previous Racial and Gender Report Card, the 93.4 percent held by whites continued to be the highest in the combined head coaching category in the three divisions. African-Americans held 3.8 percent of these jobs. Asian men and "other" men held 0.4 percent, Latino men held 1.5 percent and Native American men held 0.2 percent of the head coaching positions in Division III.

Division III continued to have the highest percentage of women coaching men's teams at 6.4 percent, which was a 2.0 percent increase from the last Racial and Gender Report Card. Of these, white women held 5.9 percent, African-American women held 0.3 percent and Asian women held 0.1 percent.

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Women's College Sport

It is worth noting that in the year of the 30th Anniversary of the passage of Title IX, the percentage of women coaching women's teams increased slightly in Division I basketball and track and field and cross country while actually declining in all other sports combined. The same was true for African-American women in these respective categories. Women were strong in Division I basketball with 68.4 percent (up 1.7) of the head jobs. However, they held only 21.5 percent of the track/ cross country head jobs. Women held 66.7 percent of the head softball jobs in Division I.

In all sports combined, women held only 42.3 percent (up .2), 36.4 (down 1.4) and 44.6 percent (down 1.6) of the head coaching positions in Division I, II and III, respectively. Thirty years after Title IX, women are not head coaches of even half of the college teams.

In order to obtain a balanced view of coaching positions on the women's teams, The Racial and Gender Report Card examines the head coaching percentages in women's basketball, cross-country/indoor and outdoor track and in a combination of all of the other women's sports programs.

Whites held 86.9 percent (down from 91 percent) of Division I women's basketball head coaching positions. African-Americans held 11.3 percent (up a significant 4 percent) and "others" held 1.8 percent. Asian men and women held 0.4 percent while Latino men held 0.6 percent. Women held 68.2 percent, a 1.5 percent increase. The percentage of white women dropped 2.0 percent from 59.7 to 57.7 percent, while white men held 29.2 percent. African-American women held 9.9 percent, Asian women represented 0.4 percent and Latino women 0.3 percent of the total. These numbers represented a 4.0 percent gain for African-American women and a 0.3 percent drop for Asian and Latinos combined.

The percent of people of color as head coaches increased on NCAA Division I cross-country and track teams (indoor and outdoor), continuing to have the highest percent of people of color in head coaching positions for women's college sports. Whites held 80.0 percent of these posts, (down 4.8 percent) African-Americans held 16.8 percent (up 3.2 percent), and "others" gained 1.6 percent. Asian men represented 0.7 percent, Latino men 1.3 percent, Native American men held 0.4 percent and "other" men had 0.5 percent of the jobs. The latter 3 combined were up 3.6 percent. Women overall held 21.5 percent of these positions, a 1.6 percent. Asian women held 0.1 percent, Latino women held 0.8 percent and Native American women held 0.4 percent. African-American women held 0.6 percent, while white women filled 43.4 percent of these positions.

In all of the other women's sports combined, excluding Cross-country, Indoor and Outdoor Track and Basketball, white men continued to have the majority of the jobs at 50.6 percent. Combined with white women, whites held a dominating 94.0 percent of the head coaching jobs. African-Americans held 2.3 percent while "others" held 3.7 percent. Asian men held 1.2 percent, Latino men held 0.4 percent, Native American men held 0.2 percent and "other" men held 0.9 percent of these positions. Both African-Americans and "others" dropped 0.3 percent from the last Racial and Gender Report Card.

Among the women holding the head coaching positions in these women's sports, white women continued to dominate holding 43.4 percent of these posts, African-American women held 0.6 percent and "other" women held 1.0 percent. This was a 1.1 percent drop for white women, 0.7 percent drop for African-American women and a .4 percent gain for those in the category of "other" women. Women held 45.0 percent of these positions, a drop of 1.5 percent. Asian women held 0.6 percent, Latinas and Native American women each held 0.2 percent of these positions.

When we examine all the Division I head coaching jobs in all sports combined, whites were the head coaches of 89.3 percent of Division I women's teams (down 2.2 percent). African-Americans held 7.2 percent of the total (up 1.5 percent). Women held 42.3 percent (up 0.2 percent).

Amazingly, 89.3 was the lowest percentage for whites in the three NCAA Divisions as it rose to 92.8 percent in Division II and 93.4 percent in Division III. White women held 38.1 percent, African-American women held 3.2 percent (up 0.6 percent). Asian women held 0.4 percent, Latino women held 0.5 percent and Native American women held 0.1 percent. There was 1.0 for the latter three groups combined.

Men held 57.6 percent of these posts, with white men holding 51.2 percent, African-American men at 4.0 percent, Asian men and Latino men both held 0.9 percent and those in the category of "other" men held 0.6 percent. The percentage of white men dropped 0.2 percent while African-American men gained 0.9 percent and those in the

TABLE 21:

College Head Coaches Division I*
Women's Teams

	Basketball		Cross Country/Track		All Other Sports	
2000-01	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	29.2%	57.7%	65.4%	14.6%	50.8%	43.4%
African-American	1.5%	9.9%	10.5%	6.2%	1.7%	0.6%
Asian-American	0.4%	0.4%	0.5%	0.3%	0.4%	0.1%
Latino	0.7%	0.4%	0.4%	0.0%	1.5%	0.0%
Native-American	0.0%	0.0%	0.0%	0.7%	0.2%	0.0%
Other	0.0%	0.0%	0.3%	0.3%	0.4%	0.1%
Total Women		68.4%		22.1%		44.2%
1999-00	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	31.3%	59.7%	69.7%	15.1%	48.9%	44.5%
African-American	1.4%	5.9%	8.8%	4.8%	1.3%	1.3%
Other	0.7%	1.0%	1.8%	0.0%	3.4%	0.6%
Total Women		66.7%		19.9%		46.5%

* = Historically Black Institutions excluded
Note: Data provided by the NCAA

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TABLE 22:
Assistant Coaches and MLB Coaches

	NBA		NFL		MLB		NHL		MLS	
2001-2002										
White	67%	79	71%	333	72%	150	99%	99	76%	22
African-American	33%	39	28%	132	16%	34	1%	1	10%	3
Latino	0%	0	<1%	6	11%	23	0%	0	10%	3
Asian	0%	0	<1%	1	1%	2	0%	0	0%	0
Other	0%	0	0%	0	0%	0	0%	0	4%	1
1999-00										
White	64%	74	72%	330	70%	139	100%	89	69%	22
African-American	36%	41	28%	127	19%	38	0%	0	0%	0
Latino	0%	0	0%	0	11%	21	0%	0	28%	9
Asian	0%	0	0%	0	0%	0	0%	0	0%	0
Other	0%	0	0%	0	0%	0	0%	0	3%	1
1998-99										
White	67%	77	72%	313	71%	129	100%	88	69%	20
African-American	33%	38	27%	118	18%	33	0%	0	0%	0
Latino	0%	0	0%	2	10%	19	0%	0	28%	8
Asian	0%	0	0%	1	1%	1	0%	0	3%	1
Other	0%	0	0%	0	0%	0	0%	0	0%	0
1997-98										
White	66%	76	73%	311	75%	151	99%	84	58%	14
African-American	34%	39	26%	113	17%	34	1%	1	13%	3
Latino	0%	0	1%	3	8%	16	0%	0	29%	7
Asian	0%	0	<1%	1	<1%	1	0%	0	0%	0
Other	0%	0	0%	0	0%	0	0%	0	0%	0
1996-97										
White	66%	61	74%	307	75%	120	--	--	--	--
African-American	34%	32	25%	102	14%	23	--	--	--	--
Latino	0%	0	<1%	3	11%	18	--	--	--	--
Asian	0%	0	<1%	1	0%	0	--	--	--	--
Other	0%	0	0%	0	0%	0	--	--	--	--
1995-96										
White	59%	51	76%	289	74%	119	--	--	--	--
African-American	41%	35	23%	88	18%	29	--	--	--	--
Latino	0%	0	0%	0	7%	12	--	--	--	--
Asian	0%	0	0%	0	<1%	1	--	--	--	--
Other	0%	0	<1%	4	0%	0	--	--	--	--
1994-95										
White	60%	45	77%	249	72%	114	--	--	--	--
African-American	40%	30	23%	73	18%	29	--	--	--	--
Latino	0%	0	<1%	1	9%	14	--	--	--	--
Asian	0%	0	<1%	1	0%	0	--	--	--	--
Other	0%	0	0%	0	<1%	1	--	--	--	--
1993-94										
White	68%	48	78%	217	78%	126	--	--	--	--
African-American	32%	30	23%	73	14%	22	--	--	--	--
Latino	0%	0	<1%	1	8%	13	--	--	--	--
Other	0%	0	0%	0	<1%	1				
1992-93										
White	73%	49	80%	264	80%	133	--	--	--	--
African-American	27%	18	20%	65	13%	22	--	--	--	--
Latino	0%	0	0%	0	6%	10	--	--	--	--
Other	0%	0	0%	0	1%	2				
1991-92										
White	67%	51	84%	280	--	--	--	--	--	--
African-American	33%	25	16%	54	--	--	--	--	--	--
1990-91										
White	79%	46	81%	208	--	--	--	--	--	--
African-American	21%	12	19%	50	--	--	--	--	--	--
1989-90										
White	78%	51	80%	197	--	--	--	--	--	--
African-American	22%	14	20%	50	--	--	--	--	--	--

Note: The overall grades for coaching included both categories of head and assistant coaches, with head coaches factored in at double the weight.

category of "other" men gained 0.2 percent. For people of color there was a gain of 2.3 percent and a 0.2 percent increase for women from the last Racial and Gender Report Card.

Women held 36.4 percent of the head coaching jobs in Division II.

The opportunity for people of color was worse in Division II where whites held 92.8 percent of the head coaching positions in women's sports, up from 92.0 percent in the last report. In addition, men held 63.6 percent of the women's head coaching jobs although this represented a 1.4 percent drop from the previous Racial and Gender Report Card. Women had their lowest level of opportunity (36.4 percent) in Division II than in Division I (42.3 percent) or Division III (44.7 percent).

Overall, African-Americans held 3.7 percent, a 0.3 percent gain and "others" held 3.6 percent, a 0.8 percent drop. Asian men held 1.0 percent, Latino men held 0.7 percent, Native American men held 0.1 percent and those in the category of "other" men held 0.9 percent. White women held 34.4 percent, African-American women held 1.2 percent, Asian women held 0.2 percent, Latino women held 0.3 percent and those in the category

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of "other" women held 0.4 percent of these posts. Overall, people of color dropped 0.6 percent while women gained 1.4 percent in this division.

Women held 44.7 percent (down 1.6 percent) of the head coaching posts in Division III, the highest among the 3 Divisions. People of color had the worst level of opportunity for women's head coaching positions in Division III where whites held 93.4 percent of the women's head coaching positions in Division III. African-Americans held 4.0 percent and "others" held 2.7 percent. White women held 42.7 percent, a 1.5 percent drop, while African-American women gained 0.1 percent from 1.2 to 1.3 percent, Asian women held 0.2 percent, Latino women held 0.4 percent, and those in the category of "other" women held 0.1 percent.

African-American men held 2.7 percent, Asian men held 0.6 percent, Latino men 1.2 percent, Native American men and those in the category of "other" men held 0.1 percent of these positions. This also represented a 0.1 percent drop for whites while African-Americans experienced a 2.0 percent gain and Asians, Latinos and Native-Americans combined increased 1.6 percent from the last Racial and Gender Report Card.

Overall, people of color gained 0.1 percent from the last Racial and Gender Report Card, while women lost 1.6 percent.

ASSISTANT COACHES

Men's Professional Sport

The percentage of African-American assistant coaches dropped in the NBA and Major League Baseball, remained the same in the NFL and increased slightly in the NHL and in a big way in MLS and the WNBA. The percentage of white assistants increased in the NBA, Major League Baseball and while decreasing slightly in the other professional sports.

There were record percentages achieved for African-Americans in Major League Soccer. The were no African-American assistants in the last report and there were ten percent in 2002. Whites increased to 76 percent, while Latinos and those of other races held ten percent and four percent, respectively.

The percentage of African-Americans in assistant coaching positions in the National Basketball Association dropped from 36 percent to 33, while whites increased slightly from 64 to 67 percent. There were no Latino or Asian assistants in the NBA.

During the 2002 MLB season, African-American coaches decreased by three percent from 19 to 16 percent. The percentage of Latino coaches remained at eleven percent. In the last report, there were no Asian-American coaches, but during the 2002 season two percent of the coaches were Asian-Americans.

In the 2000-01 NHL season, African-Americans increased by one percent as

TABLE 23:

Women's National Basketball Association

Assistant Coaches

2001	% of Total	Total No.
White	68%	27
African-American	<33%	13
Latino	0%	0
Asian-American	0%	0
Women	55%	22
2000	**% of Total**	**Total No.**
White	75%	27
African-American	22%	8
Latino	3%	1
Asian-American	0%	0
Women	61%	22
1999		
White	74%	17
African-American	22%	5
Latino	0%	0
Asian-American	4%	1
Women	52%	12
1998		
White	63%	10
African-American	31%	5
Latino	0%	0
Asian-American	6%	1
Women	50%	8

assistant coaches. There were no Latinos or Asian assistant coaches. White assistants held 99 percent of the assistant coaching positions.

There was change in the NFL in this category in the 2002 season. The percentage of whites dropped from 72 to 71 percent. African-Americans remained the same at 28 percent. Latino's had one percent while there was one assistant coaching position being held by an Asian. Twelve African-Americans held coordinator positions in the NFL. Coordinator positions are considered to be the pipeline to the head coaching position.

The WNBA

The WNBA had the highest percentage of people of color as assistants with 33

TABLE 24:

College Assistant Coaches*

	Division I				Division II				Division III			
	Men's Sports		Women's Sports		Men's Sports		Women's Sports		Men's Sports		Women's Sports	
2000-01	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
White	73.0%	5.5%	40.7%	40.0%	79.6%	6.3%	41.5%	45.2%	82.4%	7.1%	43.5%	46.6%
African-American	16.5%	1.3%	6.8%	7.4%	9.6%	0.3%	4.6%	3.1%	7.2%	0.8%	4.7%	2.7%
Asian-American	0.8%	0.1%	1.2%	0.6%	1.0%	0.0%	1.1%	0.6%	0.5%	0.0%	0.5%	0.3%
Latino	1.8%	0.1%	1.4%	0.7%	2.3%	0.0%	1.6%	0.7%	1.6%	0.0%	0.7%	0.4%
Native-American	0.2%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%	0.1%	0.1%
Other	0.6%	0.1%	0.5%	0.5%	0.8%	0.1%	0.7%	0.9%	0.3%	0.0%	0.3%	0.1%
Total Women		7.2%		49.3%		6.6%		50.5%		7.9%		50.2%
1999-00	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	74.2%	6.0%	39.1%	43.8%	78.4%	5.4%	42.3%	44.2%	81.6%	7.1%	42.8%	47.3%
African-American	15.2%	1.4%	5.5%	7.5%	9.8%	0.5%	3.6%	3.0%	8.0%	0.5%	4.9%	2.4%
Other	3.0%	0.2%	2.6%	1.5%	5.5%	0.6%	4.3%	2.4%	2.7%	0.1%	1.7%	1.0%
Total Women		7.6%		52.4%		6.7%		49.5%		7.7%		50.7%

* = Historically Black institutions excluded

Note: Data provided by the NCAA

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percent. In the WNBA, African-Americans holding assistant coaching positions increased eleven percent from 22 to 33 percent, while there were no Latino assistant coaches (down three percent). The percentage of white assistant coaches dropped from 75 to 68 percent. Women holding these positions also dropped six percent from 61 to 55 percent.

College Sport

The position of assistant coach is obviously a direct pipeline to the coveted head coaching jobs. There is a general belief that African-Americans hold a large percentage of the assistant positions on men's teams.

This is only true in Division I basketball where 33.4 percent of the jobs were held by African-Americans. The percentage drops to 24.6 for basketball in all Divisions combined.

There is reasonable opportunity in Division I football where African-Americans held 22.7 percent of the assistant jobs. The percentage drops to 15.7 when all three divisions are combined for football assistant positions.

When we look at assistant jobs in all sports combined in each of the divisions, hope for African-Americans plummets once again. This is true for both men's and women's teams. Whites held 78.5, 85.9, and 89.5 percent of the assistant positions in the three divisions, respectively. African-Americans held 17.8, 9.9, and 8.0 percent, respectively. There are more women (8 percent) as assistants in Division III on men's teams than African-Americans. Women held 7.2 and 6.7 percent of the assistant men's jobs in Division I and II, respectively.

Among the women's teams, whites held 80.7, 86.7 and 90.1 percent of the assistant positions in Divisions I, II and III, respectively. African-Americans had 14.2, 7.7, and 7.4 percent, respectively. Women assistants in basketball and track and field/cross country dropped by 3.7 and 3.1 percent, respectively. Women as assistants held nearly half of the jobs on women's teams at 49.2 in Division I, 50.5 in Division II and 50.2 percent in Division III.

TABLE 23:

College Assistant Coaches
Men's Teams

Division I

	Basketball		Football		Baseball	
2000-01	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	65.0%	0.2%	74.6%	0.5%	95.7%	0.2%
African-American	33.4%	0.0%	22.7%	0.0%	1.0%	0.0%
Asian-American	0.0%	0.0%	0.4%	0.0%	1.0%	0.0%
Latino	1.2%	0.0%	1.1%	0.0%	1.8%	0.2%
Native-American	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
Other	0.1%	0.0%	0.4%	0.0%	0.2%	0.0%
Total Women		0.2%		0.5%		0.4%
1999-00	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	63.8%	1.4%	77.3%	0.1%	94.8%	0.4%
African-American	32.9%	0.2%	20.4%	0.0%	1.0%	0.0%
Other	1.6%	0.0%	2.2%	0.0%	3.8%	0.6%
Total Women		1.6%		0.1%		1.0%

Division I, II, III*

	Basketball		Football		Baseball	
2000-01	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	77.5%	0.6%	81.8%	0.4%	95.3%	0.1%
African-American	24.5%	0.1%	15.7%	0.0%	1.2%	0.0%
Asian-American	0.4%	0.0%	0.3%	0.0%	0.9%	0.0%
Latino	1.6%	0.0%	1.1%	0.0%	2.1%	0.1%
Native-American	0.0%	0.0%	0.3%	0.0%	0.2%	0.0%
Other	0.3%	0.0%	0.3%	0.0%	0.2%	0.0%
Total Women		0.7%		0.4%		0.2%
1999-00	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	72.1%	1.0%	82.7%	0.1%	93.6%	0.4%
African-American	24.3%	0.2%	14.9%	0.1%	1.5%	0.0%
Other	2.4%	0.1%	2.3%	0.0%	4.5%	0.0%
Total Women		1.3%		0.2%		0.4%

* = Historically Black Institutions excluded
Note: Data provided by the NCAA

Men's College Sport

In Division I men's basketball, African-Americans held 33.4 percent, Hispanic men held 1.2 and "other" men held 0.1 percent of assistant basketball coaching positions. This represented a 0.3 percent increase for African-Americans and a 0.3 percent drop for "others." Whites held 65.2 percent of the jobs. White women dropped from 1.4 percent to 0.2 percent, while African-American women dropped from 0.2 percent to 0 percent.

In Division I football, whites held 75.1 percent, African-American men held 22.7 percent, Asian men held 0.4 percent, Latino men held 1.1 percent, Native-American men held 0.4 percent and "other" men held 0.4 percent of these posts. Whites dropped 2.3 percent while African-Americans gained 2.3 percent. "Other" men remained the same at 2.2 percent. White women held 0.5 percent of these jobs.

In Division I baseball, whites continued to dominate the ranks of assistant coaches at 95.9 percent. African-American men remained the same holding only 1.0 percent, Asian men held 1.0 percent, Latino men held 1.8 percent and "other" men held 0.2 percent. Latina women held 0.2 percent (up 0.2 percent).

When all divisions were combined in basketball, whites held 73.1 percent, African-Americans held 24.6 percent, Asians held 0.4 percent, Latino men held 1.6 percent and "other" men held 0.3 percent of the assistant men's basketball coaching jobs. This was a 0.1 percent gain for African-Americans and a 0.2 percent drop for "others."

When all the divisions were combined in football, whites held 82.2 percent of all assistant football positions, African-Americans held 15.7 percent, Asian men held 0.3 percent, Latino men held 1.1 percent, Native-American men held 0.3 percent and "other" men held 0.3 percent. This was a 0.8 percent gain for African-Americans and a 0.3 percent loss for

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TABLE 26:

College Assistant Coaches Division I*
Women's Teams

	Basketball		Cross Country/Track		All Other Sports	
2000-01	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	22.5%	45.7%	73.7%	20.6%	42.3%	47.9%
African-American	5.1%	24.3%	22.0%	7.4%	2.3%	1.5%
Asian-American	0.4%	0.3%	1.0%	0.2%	0.6%	0.2%
Latino	0.3%	0.4%	0.7%	0.3%	1.2%	0.4%
Native-American	0.1%	0.3%	0.1%	0.0%	0.1%	0.0%
Other	0.0%	0.7%	0.9%	0.4%	0.1%	0.1%
Total Women		71.7%		28.9%		50.1%
1999-00	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	20.3%	49.0%	52.6%	23.0%	37.7%	55.7%
African-American	4.4%	23.9%	12.3%	7.9%	1.5%	1.3%
Other	0.0%	2.4%	3.1%	1.1%	3.3%	0.6%
Total Women		75.3%		32.0%		57.6%

* = Historically Black Institutions excluded
Note: Data provided by the NCAA

"others," while whites dropped 0.5 percent.

"In fact, African-Americans were so underrepresented as head coaches that the percent of women coaching men's teams actually exceeded that of African-Americans in Division II (5 vs. 3.8 percent) and in Division III (6.4 to 3.8 percent)."

When all divisions were combined in baseball, whites continued to dominate with 95.4 percent of the assistant coaching jobs in baseball. African-Americans held 1.2 percent and "others" held 3.5 percent. This was a 1.4 percent gain for whites while African-Americans dropped 0.3 percent and "others" dropped 1.2 percent. In the combined men's sports at the Division I level, there was some change in diversity during the 2000-2001 academic year for assistant coaches of men's teams. Whites held 78.5 percent, African-Americans held 17.8 percent, (up 1.2 percent), Asian men at 0.6 percent, Latino men at 1.8 percent, Native American men at 0.2 percent and "other" men at 0.6 percent.

Women held 7.2 percent of the assistant coaching positions, down 0.4 percent from the last Racial and Gender Report Card. Asian women held 0.1 percent, Latino women held 0.1 percent and Native American women held 0.1 percent. "Other" women also held 0.1 percent of these positions while African-American women held 1.3 percent and white women held 5.5 percent.

In the combined men's sports programs in Division II, the opportunities for people of color dropped from 16.4 percent to 14.2 percent. Whites gained 2.1 percent climbing from 83.8 percent to 85.9 percent while African-American dropped 0.4 to 9.9 percent. "Others" fell from 6.1 percent to 4.2 percent, a 1.8 percent drop from the last Racial and Gender Report Card. Asian men held 1.0 percent, Latino men held 2.3 percent, Native American men at 0.1 percent, and those in the category of "other" men held 0.8 percent.

Women holding assistant coaching positions in men's sports remained the same at 6.7 percent. White women held 6.3 percent and African-American women held 0.3 percent of these positions.

Opportunities for people of color in Division III remained poor as 10.5 percent of the assistant coaching positions on men's teams were held by people of color, (down 0.7 percent). Whites continued to maintain the highest percentage of assistant coaching jobs at 89.5 percent, a gain of 0.8 percent. African-Americans occupied 8.0 percent of these posts. White men held 82.4 percent, African-American men held 7.2 percent, Asian men held 0.5 percent, Latino men held 1.6 percent, Native American men held 0.1 percent and "other" men at 0.3 percent.

Division III continued to have the highest percentage of women coaches as assistants on men's teams at 7.9 percent, which was a 0.3 percent increase from the last Racial and Gender Report Card. White women held 7.1 percent, African-American women held 0.8 percent and those in the category of "other" women held 0.0 percent.

Women's College Sport

Of the women's Division I basketball teams, whites held 68.3 percent of the assistant jobs, African-Americans held 29.3 percent and "other" women held 2.5 percent. White women experienced a significant drop of 3.3 percent, falling from 49.0 percent to 45.7 percent while "other" women held 1.7 percent. African-American women held 24.3 percent of these posts, gaining 0.4 percent. Women overall dropped 3.7 percent falling from 75.3 percent to 71.7 percent with white men holding 22.5 percent of these posts.

In Division I women's cross-country/track programs, whites held 73.7 percent of the assistant coaching positions, African Americans held 22 percent and "others" held 4.2 percent. White women held 20.7 percent, African-American women held 7.5 percent and "other" women held 0.7

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percent. Women overall held 28.9 percent, down 3.1 percent from the last Racial and Gender Report Card.

Men held 71.1 percent of the assistant track jobs. White men held 50.3 percent, African-American men held 14.6 percent and "other" men held 0.7 percent of these positions.

In the combined women's sports programs in Division I excluding basketball and track/cross country, there were significant changes in the assistant coaching positions. Whites occupied 90.2 percent of these positions, African-Americans held 3.8 percent and "others" held 6.0 percent. White women held 47.9 percent, a 7.8 percent drop while African-American women held 1.5 percent, a 0.2 percent gain. Asian women held 0.5 percent, Latino women held 1.5 percent, Native American women held 0.1 percent and those in the category of "other" women held women held 0.6 percent. The percentage of women as assistant coaches of all other women's teams dropped from 57.6 to 52.1 percent.

In all Division I sports, whites held 80.7 percent, African-Americans held 14.2 percent and "others" held 5.1 percent of the women's teams assistant coaching positions. White women held 40.0 percent of all Division I assistant coaching positions, while African-American women held 7.4 percent and "other" women held 1.9 percent, a 0.3 percent gain. Asian women held 0.6 percent, Latino women held 0.7 percent, Native American women held 0.1 percent and those in the category of "other" women held 0.5 percent. Overall, women held 49.3 percent, a drop of 3.2 percent from the last Racial and Gender Report Card.

White men held 40.7 percent of the assistant positions on women's teams, African-American men held 6.8 percent and "other" men held 3.2 percent. This represented a 1.3 percent increase for African-American men and a 0.7 percent gain for "other" men.

In Division II, whites held 86.7 percent, African-Americans held 7.7 percent and "others" held 5.7 percent of the women's teams assistant coaching positions. Overall, women held 50.5 percent of the assistant jobs in Division II. White women held 45.2 percent, (up 1.0 percent), African-American women held 3.1 percent, Asian women held 0.6 percent, Latino women held 0.7 percent and those in the category of "other" women were at 0.9 percent. However, both African-Americans and those in the category of "other" women dropped 0.2 percent.

In the combined women's sports programs in Division III, whites held 89.6 percent, African-Americans held 7.4 percent and "others" held 2.5 percent of the women's team assistant coaching positions.

Women as a whole gained 2.1 percent from the last Racial and Gender Report Card at 50.2 percent. This was the highest percentage of women coaching women's teams as assistant in college sports. Division III also had the highest percentage of whites as assistants among the three divisions. White women occupied 46.6 percent of these posts, African-American women held 2.7, Asian women held 0.3 percent, Latino women held 0.4 percent and those in the category of "other" women held 0.1 percent. This represented modest gains for both African-American women at 1.7 percent and those in the category of "other" women who gained 0.3 percent.

Top Management

There was subtle and slight improvement for people of color in the top team positions. While this was a good omen, the percentages remain very small. For the purposes of the 2003 Racial and Gender Report Card, top management positions in professional sports franchises include the president, chief executive officer, vice presidents and general manager. There was a record number of African-Americans as CEO/President in the men's leagues with five. Three were in the NBA and one each in the NFL and MLB. Three women led men's teams in the period under review which remained the same. However, when Wendy Selig-Prieb left her position with Milwaukee, only two women remained as president as of the publication of the RGRC.

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In the reporting period, there were eight African-American and two Latino GMs in the men's professional leagues, down from eleven people of color in the last report. MLB had its first ever Latino GM. The WNBA had three African-Americans and nine women as GMs.

In spite of a decrease, the NBA had the highest percentage of team vice presidents of color with ten percent. African-Americans lost ground as team vice presidents in the NFL, NBA, MLS, MLB, and gained ground in the WNBA and NHL. Women gained ground in the NBA, NHL, WNBA, NFL and MLB.

There were no Asian-American vice presidents in the NBA, NFL, and MLS. While the number of Asians holding these posts remained the same in the NHL. The number of Asian-American vice presidents doubled in MLB.

CHIEF EXECUTIVE OFFICER

There was very little diversity at the president/CEO position in the five men's leagues. During this reporting period, in all the leagues combined, there were only five African-Americans and three women holding this important position. However, this was a record high for people of color since Racial and Gender Report began publication in 1986.

As a result of the departure of Michael Jordan from the CEO position for the Washington Wizards, Terdema Ussery (Dallas Mavericks), Steve Mills (New York Knicks), and Joe Dumars (Detroit Pistons) were the only President/CEO's of color in all of major professional sports. During the 2002 NFL season, the Atlanta Falcons named Ray Anderson as Executive Vice President and CEO, thus making him the first African-American in the history of the NFL to hold such a position. The Milwaukee Brewers named Ulice Payne Jr. as its new President at the end of the 2002 season when Wendy Selig-Prieb resigned.

No team in the NHL or MLS has had a person of color as president, CEO, or board chair in the last three years. In previous Racial Gender Report Cards, it was reported that Daniel Villanueva of MLS's Los Angeles Galaxy was the only Latino and Saburo Oto of the NHL's Tampa Bay Lightning was the only Asian-American CEO/President in these sports. There were none this year.

Wendy Selig-Prieb, President and CEO in the 2002 season of the Milwaukee Brewers, was the only woman chief executive officer in MLB. However, as noted, she resigned at the end of the season. Amy Task of the Oakland Raiders was the only woman President/CEO in the NFL. Susan O'Malley, President of the Washington Wizards/Mystics, was the only woman President/CEO in the NBA and WNBA. While most of the WNBA teams are run at the highest level by the CEO of their respective NBA team partner, Kelly Krauskopf was the Chief Operating Officer for the Indiana Fever. The restructuring of the WNBA will clearly affect this in the future.

TABLE 27:
Chairmen of the Board / President

	NBA	NFL	MLB	NHL	MLS
2001-02					
White	96%	97%	100%	100%	100%
African-American	4%	3%	0%	0%	0%
Latino	0%	0%	0%	0%	0%
Asian-American	0%	0%	0%	0%	0%
Women	4%	3%	3%	0%	0%
2000-01					
White	90%	100%	100%	100%	100%
African-American	10%	0%	0%	0%	0%
Latino	0%	0%	0%	0%	0%
Asian-American	0%	0%	0%	0%	0%
Women	3%	3%	3%	0%	0%
1999-00					
White	90%	100%	100%	100%	100%
African-American	10%	0%	0%	0%	0%
Latino	0%	0%	0%	0%	0%
Asian-American	0%	0%	0%	0%	0%
Women	3%	3%	3%	0%	0%
1998-99					
White	90%	100%	100%	100%	100%
African-American	10%	0%	0%	0%	0%
Latino	0%	0%	0%	0%	0%
Asian-American	0%	0%	0%	0%	0%
Women	3%	3%	3%	0%	8%
1997-98					
White	90%	100%	100%	96%	93%
African-American	10%	0%	0%	0%	0%
Latino	0%	0%	0%	0%	7%
Asian-American	0%	0%	0%	4%	0%
Women	7%	0%	3%	0%	0%

There were no women CEOs in the NHL or in MLS as of the publication date of this report. An MLS team last had a woman President in 1998.

Thus, as of the publication of this report, there were five African-Americans and two women as team president/CEO in the five major men's leagues.

PRINCIPAL IN CHARGE OF DAY-TO-DAY TEAM OPERATIONS/COLLEGE ATHLETICS DIRECTOR

For the purpose of the 2003 RGRC, the term "principal in charge of day-to-day team operations" refers to the person responsible for the daily operations of the team including player personnel matters, draft picks, free agents, and the coaching staff. This also includes the athletics director at the collegiate level.

As of this writing, there were eight people of color holding the GM or its equivalent position in the men's leagues. In the seasons under review, there were a total of nine people of color occupying the position of general manager/principal in charge of day-to-day operations in the three major men's professional leagues. The NBA led the way with five African-American general managers, followed by the NFL with two and MLB with one African-American and one Latino in such a position. MLS had a Latino GM. The WNBA had three African-American GMs. All nine women GMs in the sports under review were in the WNBA.

The position of athletics director was one of the whitest positions in all of sport. Whites held 95.3 percent (down .4 percent) of the AD jobs in Division I, 95.2 percent in Division II (up 1.9 percent) and 93.2 percent in Division III (down 2.4 percent). Women also lost ground as AD's in Division I going from 9 to 7.2 percent and in Division II going from 15.3 to 14.3 percent. Women gained slightly in Division III from 25 to 25.3 percent of the AD positions.

Men's Professional Sport

At the beginning of the 2001-02 season, there were five African-American (17 percent) Principals in Charge of Day-to-Day Operations/General Managers in the NBA:

Billy King, General Manager, Philadelphia 76ers
Wes Unseld, Executive VP/General Manager, Washington Wizards

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TABLE 28:

Principal in charge of day-to-day team operations
(General Manager, Director of Player Personnel)

	NBA		NFL		MLB		NHL		MLS	
2001-02										
White	83%	25	94%	30	94%	28	100%	30	90%	9
African-American	17%	5	6%	2	3%	1	0%	0	10%	1
Latino	0%	0	0%	0	3%	1	0%	0	0%	0
Asian-American	0%	0	0%	0	0%	0	0%	0	0%	0
Women	0%	0	0%	0	0%	0	0%	0	0%	0
2000-01										
White	79%	23	--	--	97%	29	100%	28	92%	11
African-American	21%	6	--	--	3%	1	0%	0	0%	0
Latino	0%	0	--	--	0%	0	0%	0	8%	1
Asian-American	0%	0	--	--	0%	0	0%	0	0%	0
Women	0%	0	--	--	0%	0	0%	0	0%	0
1999-00										
White	84%	25	87%	27	100%	30	100%	28	100%	12
African-American	16%	4	13%	4	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	0%	0	0%	0	0%	0
Asian-American	0%	0	0%	0	0%	0	0%	0	0%	0
Women	0%	0	0%	0	0%	0	0%	0	0%	0
1998-99										
White	79%	23	87%	27	100%	30	100%	27	92%	11
African-American	21%	6	13%	4	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	0%	0	0%	0	8%	1
Asian-American	0%	0	0%	0	0%	0	0%	0	0%	0
Women	0%	0	0%	0	0%	0	0%	0	8%	1
1997-98										
White	72%	21	87%	26	100%	30	100%	28	92%	11
African-American	28%	8	13%	4	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	0%	0	0%	0	8%	1
Asian-American	0%	0	0%	0	0%	0	0%	0	0%	0
Women	0%	0	0%	0	0%	0	0%	0	0%	0
1996-97										
White	72%	21	83%	25	97%	29	--	--	--	--
African-American	28%	8	17%	5	3%	1	--	--	--	--
Latino	0%	0	0%	0	0%	0	--	--	--	--
1995-96										
White	72%	21	87%	26	96%	27	--	--	--	--
African-American	28%	8	13%	4	3%	1	--	--	--	--
Latino	0%	0	0%	0	0%	0	--	--	--	--
1994-95										
White	69%	20	86%	25	96%	27	--	--	--	--
African-American	31%	9	14%	4	4%	1	--	--	--	--
Latino	0%	0	0%	0	0%	0	--	--	--	--
1993-94										
White	69%	20	86%	25	96%	27	--	--	--	--
African-American	31%	9	10%	3	4%	1	--	--	--	--
Latino	0%	0	4%	1	0%	0	--	--	--	--

Elgin Baylor, VP of Basketball Operations, Los Angeles Clippers
Joe Dumars, President, Basketball Operations, Detroit Pistons
Billy Knight, General Manager, Memphis Grizzlies

Following the 2001-02 season, Billy Knight was replaced by Jerry West in Memphis. Thus at the start of the 2002-03 season there were four African-American (14 percent) Principals in Charge of Day-to-Day Operations/General Managers:

Billy King, General Manager, Philadelphia 76ers
Wes Unseld, Executive VP/General Manager, Washington Wizards
Elgin Baylor, VP of Basketball Operations, Los Angeles Clippers
Joe Dumars, President, Basketball Operations, Detroit Pistons

In what the NFL defined as the equivalent position in the NFL in 2001 (the period covered in this RGRC), whites held 94 percent of the posts in the 2001 season, with the remaining six percent being African-American. The two African-Americans in this position in the 2001 season were:

Michael Huyghue, Sr. VP Football Operations, Jacksonville Jaguars
Ozzie Newsome, VP Player Personnel, Baltimore Ravens

Huyghue left at the end of the season leaving only Ozzie Newsome for the 2002 season. Thus the number of African-Americans in the position of Principal of Day-to-Day Operations was at its lowest point in more than ten years. Newsome was named General Manager during the 2002 season. He was the first African-American named to this position in NFL history.

At the end of the season, the Jacksonville Jaguars hired James Harris as their Vice President of Player Personnel and the Arizona Cardinals hired Rod Graves as Vice President of Football Operations.

Ken Williams, Senior VP/General Manager of the Chicago White Sox, is Major League Baseball's first African-American General Manager since Bobby Watson was with the New York Yankees. Omar Minaya was appointed by MLB in 2001to run the day-to-day operations of the Montreal Expos, thus becoming the first Latino General Manager in Major League Baseball history.

In the 2002 MLS season, Andy Swift of the

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Dallas Burn was the only General Manager of color (Latino).

The WNBA

In the 2002 WNBA season, there were three African-Americans in the position of Principal in Charge of Day-to-Day Operations. With the departure of Carolyn Peck from the Orlando Magic, Judy Holland Burton, Senior VP Business and Basketball Operations for the Washington Mystics, along with Penny Toler, General Manager of the LA Sparks and Felicia Hall, VP Basketball Operations, Charlotte Sting, are the only three people of color in this position. Since not all teams had one person designated with this responsibility, these three were 21 percent of the 14 individuals that were clearly assigned to this role.

Including Felicia Hall, Penny Toler and Judy Holland Burton, there were nine women in this post in the WNBA. The other six women were:

- Carol Blazejowski, Senior VP/GM, New York Liberty
- Lin Dunn, General Manager, Seattle Storm
- Kelly Krauskopf, Chief Operating Officer, Indiana Fever
- Linda Hargrove, General Manager, Portland Fire
- Kim Stone, Director of Operations, Miami Sol
- Gayle Bibby-Crème, VP Operations, Cleveland Rockers

These nine women account for 56 percent of the individuals in this position.

COLLEGE ATHLETICS DIRECTORS

People of color and women continued to be seriously underrepresented in the top administrative positions in Division I. Whites held 95.3 percent (down 0.7 percent) of the Division I athletics director's jobs. White men held 88.4 and white women at 6.9 percent. African-American men held 2.9 percent, (up 0.5 percent). Asian men held 0.4 percent and Latino men held 1.1 percent.

Women had the smallest level of opportunity as athletic directors in Division I, holding 7.3 down from 9.0. White women held 6.9 percent and Native American women held 0.4 percent.

TABLE 29:

College Athletics Director*

	Division I		Division II		Division III	
2000-01	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	88.4%	6.9%	82.4%	12.9%	69.3%	23.9%
African-American	2.9%	0.0%	1.9%	0.5%	4.5%	0.6%
Asian-American	0.4%	0.0%	0.0%	0.5%	0.3%	0.6%
Latino	1.1%	0.0%	1.0%	0.5%	0.3%	0.3%
Native-American	0.0%	0.4%	0.5%	0.0%	0.3%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Women		7.3%		14.4%		25.3%
1998-99	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	88.9%	9.0%	79.6%	13.7%	71.3%	24.3%
African-American	2.4%	0.0%	1.6%	1.2%	3.0%	0.5%
Other	1.7%	0.0%	3.5%	0.4%	0.7%	0.2%
Total Women		9.0%		15.3%		25.0%

* = Historically Black Institutions excluded
Note: Data provided by the NCAA

As of this writing, excluding the Historically Black Colleges and Universities, Athletic Directors of color were:

- Rudy Davalos, University of New Mexico (Latino)
- Herman Frazier, University of Hawaii (African-American)
- Mike Garret, University of Southern California (African-American)
- Dan Guerero, UCLA (Latino)
- Lynn Hickey, University of Texas at San Antonio (Native American)
- Charles Jones, Central Connecticut State University (African-American)
- Dr. Lee McElroy, SUNY, Albany (African-American)
- Rick Mello, Florida International University (Latino)
- Lee Roy Selmon, University of South Florida (African-American)
- Eugene Smith, Arizona State University (African-American)
- Jim Sterk, Washington State University (African-American)
- Rick Villarreal, University of North Texas (Latino)

As of this writing, Hugh Yoshida retired from his position at University of Hawaii after the NCAA's report was published and was replaced by Herman Frazier.

The following women were Division I athletic directors:

- Kathy Beauregard, Western Michigan University
- Debby Colberg, California State University, Sacramento
- Joni Comstock, University of North Carolina, Ashville
- Joan C. Cronan, University of Tennessee, Knoxville**
- Peggy Bradley-Doppes, University of North Carolina, Wilmington
- Vivian Fuller, University of Maryland, Eastern Shore
- Cary Groth, Northern Illinois University
- Barbra Hedges, University of Washington
- Lynn Hickey, University of Texas at San Antonio (Native American)
- Dr. Susan Hofacre, Robert Morris College
- Cheryl L. Levick, Santa Clara University
- Beverly R. Lewis, University of Arkansas, Fayetteville**
- Judy MacLeod, University of Tulsa
- Patricia Meiser-McKnett, University of Hartford
- Marilyn A. McNeil, Monmouth University
- Elaine Michaelis, Brigam Young University
- M. Dianne Murphy, University of Denver
- Andrea Myers, Indiana State University
- Judith W. Rose, University of North Carolina, Charlotte
- Andrea Seger, Ball State University
- Helen Smiley, Western Illinoise University
- Sandra Norrell-Thomas, Howard University

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Chris Voelz, University of Minnesots, Twin Cities**

Sandra R. Weeden, State University of New York at Stony Brook

Deborah A. Yow, University of Maryland, College Park

**headed separate women's athletics department

In Division II, whites held 95.2 percent of the AD jobs, African-Americans held 2.4 percent and "others" held the remaining 2.5 percent. This represented a 1.9 percent gain for whites, a 0.4 percent drop for African-Americans and a 1.5 percent drop for "others." White men held 82.4 percent, African-American men held 1.9 percent, Latino men held 1.0 percent and Native American men held 0.4 percent.

Women held 14.3 percent (down 1 percent) of these posts. White women held 12.9 percent, 0.5 percent were African-American women, while both Asian and Latino women held 0.5 percent of the Division II athletic directors positions.

Whites continued to dominate Athletic Director positions in Division III during the 2000-2001 academic year. Whites held 93.2 percent, African-Americans held 5.1 percent and "others" held 1.7 percent. Asian, Latino and Native American men all held 0.3 percent while Asian women held 0.6 percent. This was a 2.4 percent drop for whites while African-Americans and "others" gained 1.6 percent and 0.8 percent, respectively.

Women were strongest in Division III, holding 25.3 percent of the athletic directors jobs. Among the female AD's, white women held 23.9 percent, African-American women held 0.6 percent, Asian women held 0.6 percent and Latino women held 0.3 percent of the AD jobs.

TEAM VICE PRESIDENTS

African-Americans lost ground as team vice presidents in the NFL, NBA, MLS, MLB, and gained ground in the WNBA and NHL. In spite of their decrease, the NBA had the highest percentage of team vice presidents of color with ten percent. Women gained ground in the NBA, NFL, WNBA, and MLB.

The number of Asian-American vice presidents doubled in MLB, while there were no Asian-American vice presidents in

TABLE 30:
Team Vice Presidents

	NBA		NFL		MLB		NHL		MLS	
2001-2002										
White	90%	175	92%	116	89%	178	96%	166	91%	21
African-American	7%	13	7%	9	5%	9	3%	5	9%	2
Latino	3%	5	1%	1	4%	7	0%	0	0%	0
Asian-American	0%	0	0%	0	2%	4	1%	1	0%	0
Women	15%	29	9%	11	12%	23	9%	16	0%	0
1999-00										
White	89%	164	92%	130	90%	170	97%	133	78%	14
African-American	10%	18	8%	11	6%	10	2%	3	12%	2
Latino	1%	1	0%	0	3%	6	0%	0	12%	2
Asian-American	0%	0	0%	0	1%	2	1%	1	0%	0
Women	13%	24	7%	10	6%	12	9%	13	0%	0
1998-99										
White	90%	170	89%	107	92%	175	96%	125	90%	19
African-American	9%	17	10%	13	5%	9	2%	2	5%	1
Latino	1%	2	0%	0	2%	4	0%	0	0%	0
Asian-American	0%	0	0%	0	1.6%	3	2%	3	5%	1
Women	12%	22	4%	5	8%	16	9%	12	5%	1
1997-98										
White	87%	138	90%	97	92%	123	94%	98	89%	16
African-American	12%	19	10%	11	5%	7	3%	3	5%	1
Latino	1%	2	0%	0	<2%	2	0%	0	5%	1
Asian-American	0%	0	0%	0	<2%	2	3%	3	0%	0
Women	10%	16	7%	8	3%	6	11%	11	17%	3
1996-97										
White	90%	140	88%	76	93%	101	--	--	--	--
African-American	10%	15	12%	10	4%	4	--	--	--	--
Latino	<1%	1	0%	0	<2%	2	--	--	--	--
Asian-American	0%	0	0%	0	<2%	2	--	--	--	--
Women	8%	13	12%	10	5%	5	--	--	--	--
1995-96										
White	92%	132	95%	70	92%	117	--	--	--	--
African-American	8%	12	5%	4	4%	5	--	--	--	--
Latino	0%	0	0%	0	2%	3	--	--	--	--
Asian-American	0%	0	0%	0	<2%	2	--	--	--	--
Women	7%	10	6%	5	<2%	2	--	--	--	--
1994-95										
White	87%	109	98%	64	93%	115	--	--	--	--
African-American	12%	15	4%	3	5%	6	--	--	--	--
Latino	0%	0	0%	0	<1%	1	--	--	--	--
Asian-American	<1%	1	0%	0	<2%	2	--	--	--	--
Women	6%	8	4%	3	<2%	2	--	--	--	--
1993-94										
White	87%	97	93%	56	94%	111	--	--	--	--
African-American	12%	14	7%	4	<3%	3	--	--	--	--
Latino	0%	0	0%	0	<2%	2	--	--	--	--
Asian-American	<1%	1	0%	0	<2%	2	--	--	--	--
Women	3%	4	6%	4	<1%	1	--	--	--	--

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the NBA, NHL, and MLS. The number of Asians holding these posts remained the same in the NHL.

In the NBA, nine percent of the vice president positions were held by African-Americans (down one percent) and Latinos held three percent (up two percent). Whites held 89 percent of the vice president posts. Women occupied 15 percent of these jobs in the 2001-02 season, up two percent from the last Racial and Gender Report Card.

There were 17 African-Americans in the position of NBA team vice presidents:

Ian Clarke, Senior VP/Chief Financial Officer, Toronto Raptors
Billy McKinney, Executive VP, Seattle Sonics
Wayne Cooper, VP Basketball Operations, Sacramento Kings
Clyde Drexler, VP, Portland Trail Blazers
Sarah Mensah-Wohlford, VP Sponsor Sales and Services, Portland Trail Blazers
Julius Erving, Senior VP, Orlando Magic
Anucha Browne-Sanders, VP Marketing, New York Knicks
Willis Reed, Senior VP, New Jersey Nets
Michael McCullough, Executive VP, Miami Heat
Earvin Johnson, VP, Los Angeles Lakers
Elgin Baylor, VP Basketball Operations, Los Angeles Clippers
Kathryn Jordan, VP, Communications, Indiana Pacers
Alvin Attles, VP/Assistant General Managers, Golden State Warriors
Travis Stanley, Executive VP Team Marketing, Golden State Warriors
Steve Martin, Senior VP, Community and Public Affairs, Charlotte Hornets
Ronald Sally, Senior VP, Denver Nuggets
Arthur Triche, VP Communications, Atlanta Hawks

This year there were five Latino vice presidents in the NBA:

Tony Coba, VP/Chief Information Officer, Miami Heat
Marina DeMaio, VP Human Resources and Administration, Miami Heat
Lorisse Garcia, VP Human Resources, Orlando Magic
Donna Ruiz, VP Human Resources, Sacramento Kings
Leo Gomez, VP Public Affairs, San Antonio Spurs

The Golden State Warriors and the Portland Trail Blazers were the only teams with more than one African-American vice president. The Orlando Magic had one African-American and one Latino vice president. The Miami Heat had one African-American and two Latino vice presidents.

Including Ruiz, DeMaio, Browne-Sanders, Mensah-Wohlford, Garcia and Kathryn Jordan, there were 30 women vice presidents in the NBA's 2001-02 season. The others were:

Ann Haley, VP Corporate Marketing, Boston Celtics
Renea Bared, VP Advertising and Promotions, Charlotte Hornets
Marilynn Bowler, VP Public Affairs, Charlotte Hornets
Suzanne Werdann, VP Community Relations, Charlotte Hornets
Angela Fraser, VP Corporate Marketing, Houston Rockets
Marilyn Hauser, Senior VP Bookings/Marketing, Detroit Pistons
Donna Johnson, VP Finance, Los Angeles Clippers
Jeanie Buss, Executive VP Business Operations, Los Angeles Lakers
Lorraine Mondich, VP Fan Experience, Miami Heat
Cari Coats, VP Business Development, Orlando Magic
Lara White, Senior VP, Philadelphia 76ers
Lynn Agnello, VP Corporate Sales, Phoenix Suns
Julie Fie, VP Basketball Communications, Phoenix Suns
Debra Stevens, VP Public Relations, Phoenix Suns
Erin Hubert, Executive VP, Portland Trail Blazers
Marta Monetti, VP Marketing and Communications, Portland Trail Blazers

"The Golden State Warriors and the Portland Trail Blazers were the only teams with more than one African-American vice president. The Orlando Magic had one African-American and one Latino vice president. The Miami Heat had one African-American and two Latino vice presidents."

Alison Fox, VP Community Relations, San Antonio Spurs
Lori Warren, VP Finance, San Antonio Spurs
Paula Winslow, VP Human Resources, San Antonio Spurs
Laura Kussick, Senior VP Sales, Seattle Sonics
Robin Brudner, VP General Counsel, Toronto Raptors
Mardi Walker, VP People, Toronto Raptors
Rhonda Ballute, VP Customer Service, Washington Wizards
Ann Nicolades, VP Marketing, Washington Wizards

The Hornets, Suns, Spurs and Trail Blazers led the way, each with three women as vice presidents within their organizations. The Magic, Raptors and Wizards each had two women in vice president positions.

In the 2001 NFL season, 92 percent of all vice president were white, seven percent were African-American while the remaining one percent was Latino. The nine African-American vice presidents were:

Ray Anderson, Executive VP and CFO, Atlanta Falcons
Ozzie Newsome, VP Player Personnel, Baltimore Ravens
Kofi Bonner, Executive VP Business Operations, Cleveland Browns
Kevin Warren, Senior VP Business Operations, Detroit Lions
Tony Willie, VP Communications, Houston Texans
Don Lowery, VP Player Development, New England Patriots
Ed Goines, VP Business Affairs/General Counsel, San Francisco 49ers
Bob Wallace, Senior VP Administration, St. Louis Rams
Adrian Bracy, VP Finance, St. Louis Rams

"Of the three major men's professional leagues, Major League Baseball led the way with the most Asian-American representation in the position of team vice present."

The St. Louis Rams were the only NFL team with two African-American VPs.

Luis Perez, VP/CFO with the Baltimore Ravens, was the only Latino vice president in the NFL in the 2001 season.

Women held nine percent of the vice president positions during the 2001 season, which was a two percent increase since last year's Racial and Gender Report Card. In addition to Adrian Bracy, the other ten women in these posts were:

Nancy Bidwell, VP, Arizona Cardinals
Linda Bogdan, Corporate VP, Buffalo Bills
Katie Blackburn, Executive VP, Cincinnati Bengals
Charlotte Anderson, VP Marketing and Special Events, Dallas Cowboys
Jennifer Manzo, VP Sales, Detroit Lions
Suzie Thomas, Senior VP/Chief Administrative Officer, Houston Texans
Jill Strafaci, Senior VP Finance and Administration, Miami Dolphins
Christine Procops, VP/Chief Financial Officer, New York Giants
Jeanne Bonk, VP/Chief Financial and Administrative Officer, San Diego Chargers
Jackie Curley, Executive VP/Chief Financial Officer, Tennessee Titans

No team in the NFL had more than one woman as vice president.

During the 2002 MLB season, eleven percent of vice presidents were people of color. African-Americans held five percent, while Latinos and Asian-Americans held four and two percent, respectively. This is a two percent increase for people of color from last year. Women held twelve percent of these team vice president positions, up from six percent since the last Racial and Gender Report Card.

The nine African-American team vice presidents in MLB were:

Henry Aaron, Senior VP and Assistant to the President, Atlanta Braves
Elaine Steward, VP and Club Counsel, Boston Red Sox
Elaine Lewis, VP Public Affairs/Strategic Planning, Detroit Tigers
Marian Harper, VP Community Development, Houston Astros
Tommy Hawkins, VP External Affairs, Los Angeles Dodgers
David Wilder, VP Player Personnel, Milwaukee Brewers
Kirby Puckett, Executive VP, Minnesota Twins
Sonny Hight, VP Administration, New York Yankees
David Winfield, VP/Senior Advisor, San Diego Padres

No team had more than one African-American vice president.

There were seven Latino vice presidents during the 2002 MLB season.

Diane Aguilar, VP Ticket Operations, Arizona Diamondbacks
Mark Fernandez, VP Corporate Sales, Arizona Diamondbacks
Russ Amaral, VP Event Services, Arizona Diamondbacks
Fred Ferreira, Senior VP, Florida Marlins
Rosi Hernandez, VP Market Development, Houston Astros
Sam Fernandez, Senior VP and General Counsel, Los Angeles Dodgers
Jorge Costa, Senior VP Ballpark Operations, San Francisco Giants

The Arizona Diamondbacks, with three Latino vice presidents, were tops in MLB.

Major League Baseball also had four vice presidents of Asian descent:

Kim Ng, VP, Los Angeles Dodgers
Paul Wong, VP Finance, Oakland Athletics
John Yee, Senior VP and CFO, San Francisco Giants
Richard Wong, Senior VP Finance, Toronto Blue Jays

Of the three major men's professional leagues, Major League Baseball led the way with the most Asian-American representation in the position of team vice president.

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Including Ng, Hernandez, Aguilar, Harper, Lewis and Steward, there were 23 women holding team vice president positions in MLB:

- Valeria Arcuri, VP Marketing and Broadcasting, Cleveland Indians
- Jayne Churchmack, VP Merchandising and Licensing, Cleveland Indians
- Sue Ann McClaren, VP Ticket Operations and Sales, Cleveland Indians
- Teresa Pelanne, Senior VP Finance, Houston Astros
- Kala Sorenson, VP Special Events, Houston Astros
- Kris Rone, Executive VP, Los Angeles Dodgers
- Christine Hurley, VP and CFO, Los Angeles Dodgers
- Lynn Sprangers, VP Community Affairs, Milwaukee Brewers
- Raenell Dorn, VP Human Resources and Diversity, Minnesota Twins
- Deborah Tymon, VP Marketing, New York Yankees
- Michelle Anderson, VP Community Relations, San Diego Padres
- Nancy Donati, VP Publications, San Francisco Giants
- Connie Kullberg, VP Retail/Tours, San Francisco Giants
- Staci Slaughter, VP Public Affairs, San Francisco Giants
- Joyce Thomas, VP Human Resources, San Francisco Giants
- Marianne Short, VP Human Resources, Seattle Mariners
- Lisa Novak, Senior VP Administration, Toronto Blue Jays

The San Francisco Giants led MLB with four women in vice president positions.

Racial diversity in the NHL at the rank of vice president increased one percent since the last RGRC. African-Americans held three percent of the vice president positions and Asian-Americans held slightly under one percent.

The five African-American vice presidents in the NHL were:

- Tim Goodly, VP Management Company, Atlanta Thrashers
- Ronald Sally, Senior VP Business Administration, Colorado Avalanche
- Kevin McDowell, VP Human Resources, Los Angeles Kings
- Ted Fikre, Executive VP and General Counsel, Los Angeles Kings
- Ian Clarke, Senior VP/Chief Financial Officer, Toronto Maple Leafs

Mike Lee, VP Properties for the Pittsburgh Penguins, was the NHL's only team vice president of Asian decent in the 2001-02 season.

Women holding vice president positions in the NHL remained unchanged from last year's RGRC. Nine percent of all NHL team vice president were women. The 16 women VPs were:

- Christye Peterson, Senior VP Marketing, Buffalo Sabres
- Kimberly Sciarretta, VP Corporate Sales, Florida Panthers
- Tracy Hartman, VP Client Services, Los Angeles Kings
- Martha Fuller, Senior VP/Chief Financial Officer, Minnesota Wild
- Laura Day, VP Corporate Sponsorships, Minnesota Wild
- Susie Masotti, VP Corporate Sales, Nashville Predators
- Terry Farmer, VP Ticket Operations, New Jersey Devils
- Janet Kask, VP Administration, New York Islanders
- Jeanie Baumgartner, VP Marketing, New York Rangers
- Patricia Kerr, VP Community Development, New York Rangers
- Kathi Gillin, VP Sales and Marketing, Philadelphia Flyers
- Susan Kricun, VP Communications, Phoenix Coyotes
- JoAnn Miles, VP Marketing, St. Louis Blues
- Robin Brudner, VP Regulatory Affairs, Toronto Maple Leafs
- Mardi Walker, VP People, Toronto Maple Leafs
- Susanne Haine, VP Development and Administration, Vancouver Canucks

The Wild, Rangers and Maple Leafs led the NHL each with two women as vice presidents each.

African-Americans held nine percent of the team vice president posts in MLS. With the departure of Sergio Del Prado from the Los Angeles Galaxy, there are no longer any Latino VPs. The 2002 season also marks two consecutive years without a woman VP.

Both African-American vice presidents were with LA Galaxy: Kevin McDowell, VP Human Resources, and Ted Fikre, VP and General Counsel.

While most WNBA teams did not have staff at this level whose sole responsibility was with the WNBA team, Karen Bryant, VP Storm Operations, Seattle Storm, was the only person of color (Asian-American) at this post. The four other women vice presidents during the 2002 season were:

- Kristin Bernert, VP Shock Operations, Detroit Sting
- Carol Blazejowski, Senior VP/GM, New York Liberty
- Sandi Bittler, VP Business Operations, Portland Fire
- Renea Bered, Senior VP Business Operations, Charlotte Sting

Senior Administrators

Once again, pro leagues did not do well at the team level for senior administrators. The NBA was the best of the men's leagues for people of color at 19 percent (up two percent) and for women at 29 percent (down seven percent). The individual teams lagged considerably behind the leagues offices. College sport had a poor record for both women and people of color.

The NFL made the largest gains for people of color at 17 percent (up seven percent) while the NBA gained two percent. The rest of the men's leagues lost ground for people of color. MLB had 14 percent (down two percent), the NHL had three percent (down four percent), and MLS had ten percent (down four percent). Women lost ground in all the men's leagues for senior administrator posts. The percent of women in the NFL was 15 percent, MLB had 13 percent, the NHL had 19 percent, and MLS had 22 percent. percent of the senior administrators in the WNBA were women.

In the colleges the equivalent of senior administrator posts (associate & assistant AD's) for people of color was substantially worse than in the NBA, NFL, Major League Baseball and the WNBA. It was about the same in the MLS and was only better than the NFL teams.

However, the record of colleges for women in these positions in all three divisions was substantially better than the NFL, MLB, and the NHL, slightly better than the NBA and almost as good as the WNBA.

Men's Professional Sport

In the senior administration of the NBA, 81 percent were white, 14 percent African-American, three percent Latino, and two percent were Asian-Americans. Women held 29 percent of the positions at this level. The percentage of African-Americans increased by two percent since last RGRC, while that of Latinos and Asian-Americans remained the same.

During the 2001 NFL season, people of color occupied 17 percent of all senior administration positions. African-Americans held 15 percent, while Latinos and Asian-Americans held one percent each. Fifteen percent of the senior administrators of the NFL were women, which is a thirteen percent decrease from last season. The percentage of African-Americans in the NFL's senior administration increased six percent from last season, while the percentage of Latinos remained the same. The percentage of Asian-American senior administrators increased slightly from just a fraction of a percent, to over one percent. Whites held 83 percent of these positions, down seven percent.

In the 2002 MLB season, over fourteen percent of senior team administrators were people of color, down from sixteen percent in 2000. Ten percent were African-American, four percent Latino, and less than one percent were of Asian descent. Whites held over 85 percent of the MLB team senior administration positions. Women held thirteen percent of senior administration positions, down eleven percent from last year.

In the 2001-02 NHL season, 97 percent of senior administrators were white, while African-Americans, Latinos, and Asian-Americans each held one percent. Nineteen percent of these positions were held by women. The percentage of African-Americans, Latino, Asian-American, and women all decreased since the last RGRC.

During the 2002 season, 86 percent of the senior administrators in Major League Soccer were white. Latinos held twelve percent, while Asian- and African-Americans each held one percent. The percentage of Latinos grew three percent, while African-Americans dropped two percent, and Asian-Americans remained unchanged since the last RGRC. Women

TABLE 31:
Senior Administrators

	NBA	NFL	NHL	MLS
2001				
White	83%	83%	87%	86%
African-American	14%	15%	1%	1%
Latino	3%	1%	1%	12%
Asian-American	2%	1%	1%	1%
Women	29%	15%	19%	23%
2000				
White	83%	90%	93%	86%
African-American	12%	9%	3%	3%
Latino	3%	1%	2%	9%
Asian-American	2%	<1%	2%	1%
Women	36%	28%	35%	24%
1999				
White	85%	86%	93%	80%
African-American	10%	14%	3%	4%
Latino	3%	0%	1%	14%
Asian-American	2%	0%	3%	2%
Women	40%	14%	33%	21%
1998				
White	86%	88%	95%	80%
African-American	11%	9%	3%	5%
Latino	<2%	2%	1%	14%
Asian-American	<2%	1%	1%	1%
Women	41%	27%	33%	22%
1997				
White	87%	91%	--	--
African-American	11%	9%	--	--
Other	2%	0%	--	--
Women	31%	16%	--	--
1996				
White	88%	89%	--	--
African-American	11%	9%	--	--
Other	1%	<2%	--	--
Women	23%	9%	--	--

Note: Similar data was not provided by MLB.

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held 23 percent of these posts, a one percent decrease from the 2000 season.

The WNBA

In the 2002 WNBA season, 15 percent of senior administrators were African-American, while five percent were Latino. Whites held 80 percent of the senior administration positions. There were no Asian-Americans at this level. Forty-seven percent of senior administrators in the WNBA were women.

CHIEF FINANCIAL OFFICER

The highest ranking financial officer on a team is generally referred to as a chief financial officer, vice president of finance, or controller. This has not been an area where people of color have had many opportunities. MLB had the same percentage of people of color in this position at 13 percent, while MLS had the greatest percentage of women at 43 percent.

In the 2001-02 NBA season, there was only one African-American chief financial officer (Ian Clarke, Senior VP Chief Financial Officer, Toronto Raptors) and one Asian-American (Victor Wong, Director of Finance, Golden State Warriors).

Whites held 93 percent, while African-Americans and Asian-Americans held over three percent each. For African-Americans this was a four percent decrease since last year, while the percentage of Asian-Americans remained the same. The number of women in the position of chief financial officer increased, raising their percentage from three percent to ten. There were three women in the position of chief financial officer:

- Donna Johnson, VP Finance, Los Angeles Clippers
- Lori Warren, VP Finance, San Antonio Spurs
- Paula Paul, Controller, Washington Wizards

In the NFL, during the 2001 season, there were two people of color in the position of chief financial officer:

- Luis Perez, CFO, Baltimore Ravens
- Adrian E. Bracy, VP Finance, St. Louis Rams

Perez and Bracy held seven percent of the league positions, while whites held 93 percent.

Women occupied 13 percent of the chief financial officer positions. There was a three percent decrease in the 2001 African-Americans and Latinos, while women held the same percentage of the top financial posts. In addition to Adrian Bracy, there were three other women chief financial officers:

- Jill Strafaci, Senior VP Finance and Administration, Miami Dolphins
- Christine Procops, VP Chief Financial Officer, New York Giants
- Jackie Curley, VP Chief Financial Officer, Tennessee Titans

At the start of the 2002 MLB season, there were four people of color and two women as CFO. Whites held 87 percent of these positions, African-Americans held three percent while the remaining ten percent were Asian-Americans. This was a three percent increase for Asian-Americans and four percent decrease for African-Americans. Women held seven percent of the CFO positions which was a three percent decline from last year. The CFOs of color were.

- Anthony Ward, Controller, Cincinnati Reds (African-American)
- Paul Wong, VP Finance, Oakland Athletics (Asian-American)
- John F. Yee, Senior VP and Chief Financial Officer, San Francisco Giants (Asian-American)
- Richard Wong, Senior VP Finance, Toronto Blue Jays (Asian-American)

The women in this post were:

- Jodi Reischl, Controller, Chicago Cubs
- Christine Hurley, Chief Financial Officer, Los Angeles Dodgers

In the NHL, Ian Clarke, Senior VP/Chief Financial Officer, Toronto Maple Leafs, was the only African-American CFO. Martha Fuller, Senior VP/CFO, Minnesota Wild, was also only one woman at this post. This represented no change for African-Americans and women since the last RGRC.

The MLS had no people of color in this position in the 2002 season. There were three women CFO's in the league.

- Keely Wilcox Pummel, Director of Finance, Columbus Crew
- Evelyn Bray, Director of Finance, Kansas City Wizards
- Marie Westcott, Manager of Finance/ Business Operations, MetroStars

The percentage of women (43) increased from 17 percent since last year's report.

TABLE 32:

Major League Baseball
Senior Administrators

2002	% of Total
White	86%
African-American	10%
Asian-American	<1%
Hispanic	4%
Native American	0.2%
Women	24%
Total Minority =	<15%

2001	% of Total
White	83.9%
African-American	7.8%
Asian-American	2.5%
Hispanic	5.5%
Native American	0.2%
Women	24%
Total =	1216
Total Minority =	16%

1997	% of Total
White	85%
African-American	8%
Asian-American	2%
Hispanic	5%
Women	21%
Total =	1032
Total Minority =	15%

1995	% of Total
White	89%
African-American	6%
Asian-American	1%
Hispanic	4%
Women	13%
Total =	612
Total Minority =	11%

1993-94	% of Total
White	90%
African-American	5%
Asian-American	1%
Hispanic	4%
Women	13%
Total =	587
Total Minority =	10%

1991	% of Total
White	93%
African-American	4%
Asian-American	1%
Hispanic	2%
Women	11%
Total =	480
Total Minority =	7%

1990	% of Total
White	93%
African-American	4%
Asian-American	1%
Hispanic	2%
Women	10%
Total =	469
Total Minority =	7%

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PUBLIC RELATIONS DIRECTOR

The public relations director plays an instrumental role in the determination of which players are presented to the media and how these players are portrayed. Decisions made can literally affect the entire career of the players. The NBA and WNBA had the best record for people of color (21 percent) and women (25 percent) while 28 percent of public relations directors in the WNBA were people of color and 71 percent were women.

At the start of the 2001-02 NBA season, whites held 79 percent of public relations director positions; African-Americans held fourteen percent and Latinos held seven percent. Twenty-five percent of the people in these posts were women.

Compared to last year's RGRC, this was a four percent gain for African-Americans, a seven percent increase for Latinos, and a six percent decrease for women. This marks the second year in a row in which that the NBA had an increase in the percentage of people of color.

The four African-Americans in this post were:

- Arthur Triche, VP Communications, Atlanta Hawks
- Travis Stanley, VP Public Relations, Golden State Warriors
- Kirk Clayborn, Director of Media Relations, Memphis Grizzlies
- Kathryn Jordan, VP Communications, Indiana Pacers

The two Latino Public Relations Directors were:

- Nelson Luis, Director of Team Communications, Houston Rockets
- Leo Gomez, VP Public Affairs, San Antonio Spurs

In addition to Kathryn Jordan, there were six women at this position:

- Sheri Hanson, Director of Public Relations, Milwaukee Bucks
- Karen Frascona, Senior Director of Communications, Philadelphia 76ers
- Valerie O'Neil, Senior Director of Public Relations, Seattle Sonics
- Julie Fie, VP Basketball Communications, Phoenix Suns
- Sue Carpenter, Director, Sports Communications, Portland Trail Blazers
- Maureen Nasser, Director of Public Relations, Washington Wizards

The percentage of women occupying this post in the NBA decreased six percent from 31 to 25 percent.

TABLE 33:
Key Professional Positions
PRD=Public Relations Director / DCR=Director of Community Relations / CFO=Chief Financial Officer

	NBA			NFL		
	PRD	DCR	CFO	PRD	DCR	CFO
2001-2002						
White	79%	57%	93%	81%	77%	93%
African-American	14%	36%	<4%	19%	19%	<4%
Latino	7%	0%	0%	0%	4%	<4%
Asian-American	3%	0%	<4%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%
Women	31%	55%	3%	0%	65%	13%
1999-00						
White	86%	52%	90%	94%	78%	88%
African-American	10%	48%	7%	6%	19%	6%
Latino	0%	0%	0%	0%	3%	6%
Asian-American	3%	0%	3%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%
Women	31%	55%	3%	0%	55%	13%
1998-99						
White	90%	55%	86%	90%	81%	90%
African-American	3%	45%	7%	10%	19%	6%
Latino	3%	0%	3%	0%	0%	3%
Asian-American	3%	0%	3%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%
Women	17%	48%	0%	0%	32%	16%
1997-98						
White	93%	55%	97%	87%	77%	90%
African-American	7%	45%	0%	13%	23%	7%
Latino	0%	0%	3%	0%	0%	3%
Asian-American	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%
Women	14%	38%	3%	0%	30%	17%
1996-97						
White	93%	52%	93%	80%	57%	97%
African-American	7%	48%	<4%	20%	32%	3%
Other	0%	0%	<4%	0%	11%	0%
Women	17%	31%	7%	3%	32%	10%
1995-96						
White	93%	58%	96%	80%	69%	100%
African-American	7%	42%	0%	16%	25%	0%
Other	0%	0%	4%	4%	6%	0%
Women	19%	10%	14%	5%	32%	14%
1994-95						
White	93%	46%	96%	80%	68%	100%
African-American	7%	54%	0%	16%	19%	0%
Latino	0%	0%	4%	4%	13%	0%
Women	19%	38%	15%	0%	31%	20%
1993-94						
White	92%	50%	96%	89%	69%	96%
African-American	8%	46%	0%	11%	25%	4%
Latino	0%	4%	0%	0%	6%	0%
Asian-American	0%	0%	4%	0%	0%	0%
1992-93						
White	92%	41%	95%	96%	69%	96%
African-American	8%	59%	0%	4%	25%	4%
Latino	0%	0%	0%	0%	6%	0%
Asian-American	0%	0%	5%	0%	0%	0%

In the NFL, there were five African-Americans (19 percent) and no women in the position of director of public relations. This was a 13 percent increase for African-Americans and no change for women from the last RGRC. The five African-Americans were:

- Tony Wyllie, VP Communications, Houston Texans
- E. Peter John-Baptiste, Director of Public Relations, New York Giants
- Mike Taylor, Director of Public Relations, Oakland Raiders
- Reggie Roberts, Director of Communications, Tampa Bay Buccaneers

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TABLE 34:

Key Professional Positions

PRD-Public Relations Director / DCR-Director of Community Relations / CFO-Chief Financial Officer

	MLB			NHL			MLS		
	PRD	DCR	CFO	PRD	DCR	CFO	PRD	DCR	CFO
2001-2002									
White	100%	64%	87%	100%	94%	97%	90%	70%	100%
African-American	0%	33%	3%	0%	3%	3%	0%	10%	0%
Latino	0%	3%	0%	0%	0%	0%	10%	10%	0%
Asian-American	0%	0%	10%	0%	3%	0%	0%	10%	0%
Other	0%	0%	0%	0%	0%	0%	0%	0%	0%
Women	7%	67%	7%	13%	79%	3%	10%	50%	43%
1999-00									
White	97%	74%	86%	100%	96%	97%	83%	75%	100%
African-American	3%	23%	7%	0%	4%	3%	0%	17%	0%
Latino	0%	3%	0%	0%	0%	0%	17%	8%	0%
Asian-American	0%	0%	7%	0%	0%	0%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%	0%	0%	0%
Women	10%	47%	10%	7%	61%	3%	8%	33%	17%
1998-99									
White	97%	70%	86%	100%	93%	96%	73%	50%	100%
African-American	3%	30%	7%	0%	7%	4%	0%	8%	0%
Latino	0%	0%	0%	0%	0%	0%	17%	33%	0%
Asian-American	0%	0%	7%	0%	0%	0%	0%	8%	0%
Other	0%	0%	0%	0%	0%	0%	0%	0%	0%
Women	7%	50%	10%	7%	64%	0%	0%	42%	25%
1997-98									
White	97%	70%	86%	100%	97%	88%	75%	75%	92%
African-American	3%	30%	7%	0%	3%	4%	8%	8%	8%
Latino	0%	0%	0%	0%	0%	0%	17%	17%	0%
Asian-American	0%	0%	7%	0%	0%	8%	0%	0%	0%
Other	0%	0%	0%	0%	0%	0%	0%	0%	0%
Women	3%	50%	7%	15%	54%	0%	0%	17%	25%

Rodney Knox, Senior Director of Communications, San Francisco 49ers

At the start of the 2002 Major League Baseball League season, whites held 100 percent of public relations director positions. This is a three percent increase from last season since Eric Carrington left the Florida Marlins. Women held seven percent (down three percent) of the public relations positions. The two women were:

Sharon Pazznozo, Director of Media Relations, Chicago Cubs

Nancy Mazmanian, Manager Media Services, Anaheim Angels

There were no people of color in this post in the NHL while women held thirteen percent of the director of public relations position during the 2001-02 NHL season. This was a six percent increase from last year. The three women were:

Heidi Holland, Public Relations Director, Boston Bruins

Natalie Minckler, Director, Communications and Marketing, Edmonton Oilers

Cindy Himes, Director, Public Relations, Pittsburgh Penguins

In Major League Soccer, there was one Latina (ten percent) in this post: Diane Lopez, Director of Media Relations, Chicago Fire. This was a seven percent decrease from last year's RGRC for people of color. Lopez was also the only woman to hold the position of director of media relations. This is the second season in a row in which there was a woman in this post.

In the 2002 WNBA season, women held 71 percent of the public relations director posts while 71 percent of public relations directors were also white. African-Americans held 14 percent, while Latinos and Asian-Americans each occupied seven percent of PR positions. The people of color in this position were:

Nelson Ruis, Director of Media Relations, Houston Comets (Latino)

Kristal Shipp, Director, Media Relations, Los Angeles Sparks (African-American)

Katherine Wu, Media Relations Manager, Orlando Miracle (Asian-American)

Dyani Gordon, Public Relations Director, Washington Mystics (African-American)

In addition to Shipp, Wu, and Gordon, there were seven other women who were directors of public relations.

Amanda Ludwig, Director, Media Relations, Cleveland Rockers

Brooke Lawer, Manager, Communications, New York Liberty

Tami Scott, Director of Communications, Phoenix Mercury

Jill Wiggins, Director of Communications, Portland Fire

Erika Ewen, Public Relations Coordinator, Sacramento Monarchs

Valerie O'Neal, Senior Director of Communications, Seattle Storm

Erin Bodily, Director of Media and Community Relations, Utah Starzz

DIRECTOR OF COMMUNITY RELATIONS

The position of director of community relations is where you most frequently will find a person of color or woman. It is widely believed that this is the case because most teams play in cities with large African-American and Latino populations. The NBA had the most people of color in the position of director of community relations at 43 percent. The NHL had the most women in this position at 79 percent.

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The NBA had the highest percentage of African-Americans in the position of director of community relations at 36 percent. Seven percent of the positions were occupied by Asian-Americans, with the remaining 57 percent being white. The ten African-Americans in this post were:

Wayne Levy, Director of Community Relations, Boston Celtics
Austin Carr, Dir. of Community and Business Development, Cleveland Cavaliers
Sarah Joseph, Director of Community Services, Houston Rockets
Vonda Brooks, Director of Community Relations, Indiana Pacers
Denise Booth, Director of Community Relations, Los Angeles Clippers
Richard Cohee, Director of Community Investment, Memphis Grizzlies
Skip Robinson, Director of Community Relations, Milwaukee Bucks
Terrell Battle, Community Relations Manager, Minnesota Timberwolves
Claudia Inclan, Director of Community Relations, New Jersey Nets
Sashia Jones, Director of Community Relations, Washington Wizards

The two Asian-American community relations directors were:

Karin Seid, Director of Community Relations, Golden State Warriors
Eugenia Chow, Director of Community Relations, Los Angeles Lakers

Including Sarah Joseph, Vonda Brooks, Denise Booth, Claudia Inclan, Sashia Jones, Karin Seid, and Eugenia Chow, there were a total of 17 (61 percent) women directors of community relations. The other ten women were:

Donna Feazell, Senior Manager of Community Affairs, Atlanta Hawks
Suzanne Werdann, VP Community Services, Charlotte Hornets
Allegra East, Director of Community Services, Dallas Mavericks
Jessica Guyor, Director of Community Relations, Detroit Pistons
Alison Klein, Senior Director of Community Affairs, Miami Heat
Ayala Donchin, Director, Community Relations, New York Knicks
Kari Conley, Community Relations Manager, Orlando Magic
Bree Jones, Community Service Coordinator, Philadelphia 76ers
Melinda Gable, Director of Community Affairs, Portland Trail Blazers
Patti Balli, Community Relations Manager, Utah Jazz

The 61 percent was a six percent gain from 2000-2001, representing a high point for women in this post.

In the 2001 NFL season, there were five African-Americans (19 percent) in the post of community relations director. This was a four percent drop from the last RGRC. The African-Americans in this post were:

Shaka Arnold, Community Relations Director, Baltimore Ravens
Hillary Johnson, Director of Community Relations, Cleveland Browns
Regina Woolfolk, Director of Community Relations, Houston Texans
Vernon Cheek, Director of Community Relations, New Orleans Saints
Naomi Wright, Director of Community Relations, Miami Dolphins

Luis Zendejas, Director of Community Relations, Arizona Cardinals, was the only Latino to hold that position in the NFL. This was the second year in a row there has been one Latino community service director.

Including Johnson and Woolfolk, women held 17 (65 percent) of these posts. The other 15 women were:

Gretchen Geitter, Director of Community Relations, Buffalo Bills
Cindy Galloway, Senior Director of Community Development, Denver Broncos
Cathy Dworak, Manager of Community Relations, Green Bay Packers
Nicole Duncan, Director of Community Relations, Indianapolis Colts
Brenda Sniezek, Director of Community Relations, Kansas City Chiefs
Maraleen Browne, Senior Director of Community Relations, Miami Dolphins
Tracey Goulet, Director of Community Relations, New England Patriots
Allison Stangeby, Director of Community Relations, New York Giants
Julie Dublin, Manager of Community Relations, Philadelphia Eagles
Kimberley Layton, Director of Community Relations, San Diego Chargers
Darla Maeda, Community Relations Manager, San Francisco 49ers
Tiffani Wilson, Community Outreach Coordinator, St. Louis Rams
Sandy Gregory, Director of Community Outreach, Seattle Seahawks
Stephanie Waller, Director of Community Relations, Tampa Bay Buccaneers
Tresa Halbrooks, Manager of Community Relations, Tennessee Titans

People of color occupied six percent of the director of community relations posts in the2002-03 NHL season. Three percent of the positions were African-American, while three percent were Asian-American. This was a one percent decrease for African-Americans and a three percent increase for Asian-Americans. The percentage of white occupying these positions dropped from 96 to 94 percent. Women held 79 percent of the posts, which was an increase of 18 percent since the last RGRC.

Kris Nakamura, Community Development Manager for the Los Angeles Kings was the first Asian-American director of community relations in any of major professional leagues. Gillian Andries, Director of Community Relations for the Edmonton Oilers was the only African-American to hold such a position. Including Nakamura and Andries, there were 23 women community relations directors/managers. The other 21 were:

Renee Zidan, Community Development Representative, Anaheim Mighty Ducks
Terri Hickman, Manager of Community Relations, Atlanta Thrashers
Sue Bryne, Director of Community Relations, Boston Bruins

Holly Brown, Director of Community Relations, Calgary Flames
Mary-Ann Baldwin, Director of Corporate/Community Relations, Carolina Hurricanes
Barbara Davidson, Director of Community Relations, Chicago Blackhawks
Lesley Linscott, Coordinator of Community Relations, Colorado Avalanche
Wendy Peterson, Director of Community Development, Columbus Blue Jackets
Julie Berkhouse, Director of Community Relations, Dallas Stars
Anne Marie Krappmann, Community Relations Manager, Detroit Red Wings
Hillary Reynolds, Community Development Manager, Florida Panthers
Frédérique Cardinal, Community Relations Manager, Montreal Canadiens
Jenny Hannon, Director of Community Relations, Nashville Predators
Heather Cozzens, Community Relations Coordinator, New York Islanders
Patricia Kerr, VP Community Development, New York Rangers
Christine Dubue-Bertrim, Manager and event co-ordination, Ottawa Senators Foundation, Ottawa Senators
Linda Panasci, Director of Community Relations, Philadelphia Flyers
Heather Bennett, Community Relations Manager, Phoenix Coyotes
Renee Petrichevich, Director of Community Relations, Pittsburgh Penguins
Melinda McAliney, Director of Community Relations and Youth Marketing, St. Louis Blues
Stephanie Hanchey, Community Relations Manager, Tampa Bay Lightning

In the 2002 MLB season, there were eleven people of color as director of community relations (36 percent). Since the last Racial and Gender Report Card, the percentage of African-Americans in these positions increased from 23 to 33 percent (up ten percent), while that of Latinos remained at three percent. The percentage of whites decreased from 74 to 64 percent. Women held 67 percent of these positions, which was an increase of 20 percent since the last RGRC.

The ten African-American community relations directors were:

Diane Bell, Community Relations Manager, Atlanta Braves
Ronald Burton, Community Relations Manager, Boston Red Sox
Latisha James, Director of Community Relations, Cleveland Indians
Angela Smith, Manager of Community Affairs, Florida Marlins
Marian Harper, VP Community Development, Houston Astros
Shani Tate, Director of Community Relations, Kansas City Royals
Don Newcombe, Director of Community Relations, Los Angeles Dodgers
Leonard Peace, Manager of Community Relations, Milwaukee Brewers
Detra Paige, Community Relations Manager, Oakland Athletics
Taunee Paur-Taylor, Director of Community Relations, Texas Rangers

Gene Dias, Director of Community Relations of the Philadelphia Phillies was the only Latino community relations director in Major League Baseball.

Including Bell, James, Smith, Harper, Tate, Paige, and Paur-Taylor there were a total of twenty women holding director of community relations positions. The other 13 women were:

Karen Couch, Director of Community Relations, Arizona Diamondbacks
Julie Wagner, Director of Community Relations, Baltimore Orioles
Rebecca Polihronis, Manager of Cubs Care/Community Relations, Chicago Cubs
Christine Makowski, Director of Community Relations, Chicago White Sox
Stacy Schafer, Manager of Community Affairs, Colorado Rockies
Celia Bobrowsky, Director of Community Relations, Detroit Tigers
Jill Knee, Director of Community Outreach, New York Mets
Kathy Guy, Director of Community Relations, Pittsburgh Pirates
Michele Anderson, VP Community Relations, San Diego Padres
Shana Daum, Director of Community Relations, San Francisco Giants
Gina Hasson, Community Relations Manager, Seattle Mariners
Liz-Beth Lauck, Director of Community Relations, Tampa Bay Devil Rays
Laurel Lindsay, Director of Community Relations, Toronto Blue Jays

In the 2002 MLS season, the percentage of people of color increased from 25 to 30 percent. African-Americans occupied ten percent of the posts (down seven percent), the percentage of Latinos in this position rose from eight to 10 percent, while ten percent of these posts were Asian-American. Whites held 70 percent of the posts, a five percent decrease from last year. The percentage of women in director of community relations positions also increased from 33 to 50 percent (up 17 percent). The three people of color who held community relations director positions were:

Gloria King, Community Development Manager, Los Angeles Galaxy (African-American)
Alfredo Montes, Community Outreach Coordinator, New England Revolution (Latino)
Earl Alcalde, Manager of Corporate and Community Programs, MetroStars (Asian-American)

Including King, there were at total of five women to hold this position. The other four were:

Eimear McGonagle, Manager of Community Relations, Dallas Burn
Catherine Marquette, Director of Community Relations, D.C. United
Staci Schottman, Associate Manager of Public Relations, Kansas City Wizards
Erika Guth, Community Outreach Manager, San Jose Earthquakes

COLLEGE ASSOCIATE AND ASSISTANT ATHLETICS DIRECTORS

At the college level, the senior administrative positions would be the associate and assistant athletics director posts. The numbers of these two positions were combined to give a percentage that would be equivalent to the senior administrations in the professional leagues. These are the pipeline positions for the AD positions. Although the percentages for people of color went up slightly, they do not give much promise to people of color with whites holding an overwhelming 90.4 percent in Division I, (down 0.3 percent) 91.1 percent in Division II (down 1.6 percent) and 93.8 percent in Division III (down 1 percent).

The percent of women Assistant Associate AD's increased in Division I to 30.2 percent (up 0.3 percent) and Division III to 45.9 (up 1.6 percent) but declined slightly in Division II to 36.1 from 36.2 percent.

In Division I, 90.4 percent of the combined associate and assistant AD positions were held by whites (down 0.3 percent), 7.1 percent were African-Americans, a drop of 0.3 percent and 2.3 percent were those in the category of "others" (up 1 percent). White men held 63.0 percent, African-American men held 5.3, a drop of 0.6 percent and those in the category of "other" men held 1.5 percent.

White women held 27.6 percent (up 0.6 percent) of these jobs, African-American women held 1.8 percent (up 0.7 percent) and "other" women remained the same at 0.8 percent. The total percentage of women was 30.2, up 0.3 percent from the last Racial and Gender Report Card.

At Division II schools, 91.1 percent of the associate and assistant AD's were white, white women occupied 33.3 percent (up 0.1 percent), African-American men gained 1.6 percent from 1.7 to 3.3 percent, African-American women also gained reaching 1.6 percent from 1.3, "other" men gained 0.1 percent to 2.8 percent and "other" women dropped 0.4 percent from 1.7 to 1.3 percent of these

TABLE 35:

College Senior Athletic Administrators
Associate and Assistant Athletics Director*

	Division I		Division II		Division III	
2000-01	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	63.0%	27.6%	57.8%	33.3%	49.6%	44.2%
African-American	5.3%	1.8%	3.3%	1.6%	3.5%	1.3%
Asian-American	0.3%	0.1%	0.5%	0.0%	0.0%	0.0%
Latino	0.9%	0.6%	1.7%	0.7%	0.3%	0.3%
Native-American	0.1%	0.0%	0.0%	0.3%	0.1%	0.2%
Other	0.2%	0.1%	0.5%	0.3%	0.5%	0.0%
Total Women		30.2%		36.2%		46.0%
1999-00	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	63.7%	27.0%	59.5%	33.2%	52.8%	42.0%
African-American	5.9%	1.5%	1.7%	1.3%	2.7%	1.6%
Other	1.2%	0.8%	2.7%	1.7%	0.2%	0.7%
Total Women		29.3%		36.2%		44.3%

* = Historically Black Institutions excluded
Note: Data provided by the NCAA

posts. African-Americans held 4.9 percent, (up 1.9 percent), and people of color held 8.9 percent, (up 1.5 percent). Women dropped 0.1 percent to 36.1 percent of the total assistant and associate AD positions.

In the Division III, whites held 93.8 percent of these positions (down 1 percent). African-Americans held 4.8 percent of these posts. White men held 49.6 percent, white women 44.2 percent, African-American men held 3.5 percent (up 0.8 percent), and African-American women held 1.3 percent (down 0.3 percent) from the last Racial and Gender Report Card. "Other" men held 1.0 percent and "other" women gained 1.0 percent climbing from 0.7 percent to 1.5 percent. African-Americans gained 0.5 percent from the last Racial and Gender Report Card.

Women occupied 45.9 percent of all of these posts, the highest in all three divisions. The overall percentage of women increased in Division III 1.6 percent from the last RGRC.

SENIOR WOMAN ADMINISTRATOR

Another key position in the administration of an athletic department is the post of senior women administrator. As would be expected women held 98.1, 99.5 and 99.1 percent of the Senior Woman Administrator jobs in Division I, II and III, respectively. Whites held 90.3 of these posts. White women dominated at 89.6, 91.2 and 93.7 percent in Division I, II and III, respectively. In Division I, African-American women held 6.3 percent and "other" women held 2.2 percent for a total of 98.1 percent. White men were 0.7 percent, African-American men held 0.7 percent and "other" men held 0.4 percent. African-Americans gained 1.0 percent while people of color also gained 1.0 percent. The percentage of women in this post remained the same at 98.1 percent.

TABLE 36:

College Senior Woman Administrators*

	Division I		Division II		Division III	
2000-01	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	0.7%	89.6%	0.5%	91.2%	1.1%	93.7%
African-American	0.7%	6.3%	0.0%	5.7%	0.0%	3.2%
Asian-American	0.0%	0.4%	0.0%	0.0%	0.0%	0.4%
Latino	0.0%	1.5%	0.0%	2.1%	0.0%	1.4%
Native-American	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%
Other	0.4%	0.4%	0.0%	0.0%	0.0%	0.4%
Total Women		98.2%		99.5%		98.9%
1999-00	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	1.5%	91.0%	1.0%	90.4%	0.0%	94.7%
African-American	0.0%	6.0%	0.0%	4.3%	0.0%	3.3%
Other	0.4%	1.1%	1.4%	2.9%	0.0%	2.0%
Total Women		98.1%		97.6%		100%

* = Historically Black Institutions excluded
Note: Data provided by the NCAA

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TABLE 37:

College Faculty Athletics Representatives*

	Division I		Division II		Division III	
2000-01	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	73.2%	18.1%	77.9%	17.6%	67.0%	27.8%
African-American	5.1%	1.1%	1.0%	0.5%	3.1%	0.6%
Asian-American	1.1%	0.0%	0.5%	0.0%	0.3%	0.0%
Latino	0.4%	0.4%	1.0%	0.5%	0.9%	0.3%
Native-American	0.4%	0.0%	0.5%	0.0%	0.0%	0.0%
Other	0.4%	0.0%	0.5%	0.0%	0.0%	0.0%
Total Women		19.6%		18.6%		28.7%
1999-00	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	75.6%	18.1%	78.0%	15.5%	67.9%	27.8%
African-American	3.1%	1.4%	1.2%	0.4%	1.8%	0.3%
Other	1.7%	0.0%	3.3%	1.6%	2.3%	0.0%
Total Women		19.5%		17.6%		28.1%

* = Historically Black Institutions excluded
Note: Data provided by the NCAA

At the Senior Women's Administrator's post in Division II, white women held 91.2 percent of these positions. African-American women held 5.7 percent, and "other" women held 2.6 percent, down from 2.9 since the last Racial and Gender Report Card. White men dropped to 0.5 percent while African-Americans held 5.7 percent. People of color lost 0.4 percent, falling from 8.6 to 8.2 percent. The percentage of women in these positions remained the same at 99.5 percent.

Of the senior women's posts in Division III, 99.1 percent were held by women (down 1.0 percent). Of these, 93.7 percent of the senior women's administrators were white women, 3.2 percent were African-American women, Asian women held 0.4 percent, Latino women held 1.4 percent and "other" women held 0.4 percent. The percentage of African-Americans dropped 0.1 percent from 3.3 to 3.2 while people of color remained the same at 5.3 percent.

FACULTY ATHLETICS REPRESENTATIVE

The faculty athletics representative (FAR) is another key position, especially since the person filling this position is usually appointed by the president of the university. Whites filled most of the FAR positions with 91.3, 95.6 and 94.9 percent in the respective divisions.

In Division I, whites held 91.3 percent (down 2.4 percent) of the FAR positions (18.1 percent were white women and 73.2 percent were men). Among African-Americans serving as FAR, 5.1 percent were men and 1.1 percent were women, while 2.2 percent were "other" men and 0.4 percent were "other" women.

African-Americans held 6.2 percent of these positions, (up 1.7 percent), whites held 91.3 percent (down 2.4 percent) and "others" held 2.6 percent of faculty representative jobs, (up 0.9 percent). Women held 19.6 percent of these posts, (up 0.1 percent) while people of color held 8.8 percent, (up 2.6 percent).

In Division II schools, whites held 95.6 percent of the FAR posts, African-Americans held 1.5 percent and "others" held 2.9 percent. This represented a 2.1 percent gain for whites, while people of color dropped 2.0 percent. African-American men held 1.0 percent (down 0.2 percent) and "other" men held 2.5 percent (down 0.8 percent). Women overall gained 1.0 percent, climbing from 17.6 percent to 18.6 percent with white women holding 17.6 percent and both African-American and "other" women holding 0.5 percent.

In the Division III, whites held 94.9 percent, African-Americans held 3.7 percent and "others" held 1.4 percent of the FAR appointments. This represented a 0.7 percent drop for whites and 0.9 percent drop for "others" while African-Americans gained 1.6 percent of these positions. African-American men gained 1.3 percent, going from 1.8 percent to 3.1 percent, African-American women gained 0.3 percent, climbing from 0.3 percent to 0.6 percent while "other" men fell from 2.3 percent to 1.1 percent and "other" women represented 0.3 percent of these jobs. Women held 28.7 percent of the FAR posts in Division III.

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Professional Administration

The biggest erosion for people of color and women was in the area of professional (but not senior) administration. People of color had their percentages decrease in the NBA, NFL, MLB, NHL, WNBA and in all NCAA divisions. Major League Soccer had the only increase for people of color. The percentage of women decreased in the NBA, MLS, MLB and in the WNBA while they increased in the NFL, NHL and in college sport. In this category, the NBA had the best record for people of color (21 percent) and women (48 percent).

"The biggest erosion for people of color and women was in the area of professional administration. People of color had their percentages decrease in the NBA, NFL, MLB, NHL, WNBA and in all NCAA divisions..."

In professional team sports, the categories under administration include, but are not restricted to, professionals who work in business operations, marketing, promotions, publications and various other positions. Our administration classification excludes secretaries, administrative assistants, staff assistants, receptionists and other support staff. At NCAA institutions, jobs that fit in this category are academic advisor, counselor, compliance coordinator, managers for business, equipment, fundraiser/development, facilities, promotions/marketing, and tickets, the sports information director and assistant directors, and strength coaches.

TABLE 38:
Team Professional Administration

	NBA	NFL	NHL	MLS
2001-2002				
White	79%	87%	91%	77%
African-American	13%	10%	5%	3%
Latino	6%	2%	1%	17%
Asian-American	<2%	<1%	3%	2%
Other	<1%	<1%	0%	1%
Women	48%	29%	40%	22%
1999-00				
White	77%	84%	93%	81%
African-American	15%	15%	3%	7%
Latino	6%	<1%	2%	9%
Asian-American	2%	<1%	2%	2%
Women	52%	19%	39%	32%
1998-99				
White	83%	87%	93%	74%
African-American	12%	9%	3%	7%
Latino	4%	2%	2%	17%
Asian-American	1%	1%	2%	2%
Women	39%	34%	42%	15%
1997-98				
White	83%	87%	93%	78%
African-American	13%	10%	4%	4%
Latino	3%	2%	<1%	18%
Asian-American	1%	1%	3%	0%
Women	39%	34%	45%	31%
1996-97				
White	83%	90%	–	–
African-American	14%	8%	–	–
Other	3%	2%	–	–
Women	38%	18%	–	–
1995-96				
White	84%	88%	–	–
African-American	13%	11%	–	–
Other	<3%	1%	–	–
Women	45%	15%	–	–
1994-95				
White	87%	89%	–	–
African-American	10%	11%	–	–
Latino	<1%	<1%	–	–
Asian-American	<1%	0%	–	–
Other	1%	<1%	–	–
Women	32%	12%	–	–
1993-94				
White	84%	88%	–	–
African-American	13%	9%	–	–
Latino	2%	1%	–	–
Asian-American	<1%	<1%	–	–
Other	<1%	<1%	–	–
1992-93				
White	86%	90%	–	–
African-American	11%	8%	–	–
Latino	2%	3%	–	–
Asian-American	1%	<1%	–	–
Other	<1%	0%	–	–

Note: Similar data was not provided for MLB.

TABLE 39:
Major League Baseball:
Professional Administrators

2002	% of Total	
White	87%	
African-American	7%	
Latino	4%	
Asian-American	1%	
Other	1%	
Women	22%	
2000	**% of Total**	**Total No.**
Minority	23%	879
Women	32%	879
1997		
Minority	21%	656
Women	32%	656

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TABLE 40:

Women's National Basketball Association

Team Administration and Support Staff

2002	% of Total
White	75%
African-American	14%
Latino	6%
Asian-American	5%
Other	0%
Women	53%
2000	
White	75%
African-American	21%
Latino	1%
Asian-American	1%
Native-American	1%
Women	60%
1998	
White	90%
African-American	10%
Latino	0%
Asian-American	2%
Native-American	1%
Women	68%

TABLE 41:

College Senior Athletics Administrators*

	Division I		Division II		Division III	
2000-01	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
White	63.0%	27.6%	57.8%	33.3%	49.6%	44.2%
African-American	5.3%	1.8%	3.3%	1.6%	3.5%	1.3%
Other	1.5%	0.8%	2.8%	1.3%	1.0%	0.5%
Total Women		30.2%		36.2%		46.0%

	Division I		All Divisions	
1999-00	**Men**	**Women**	**Men**	**Women**
White	62.6%	24.8%	64.3%	24.5%
African-American	6.2%	2.8%	5.2%	2.1%
Other	2.3%	1.3%	2.5%	1.3%
Total Women		28.8%		27.9%

* = Historically Black Institutions excluded
Note: Data provided by the NCAA

Men's Professional Sport

During the 2000- 2001 NBA season, whites holding these positions increased two percent from 77 to 79 while the percentages of African-Americans and women decreased. African-Americans (13 percent) decreased by two percent, while In the 2002 MLB season, the percentage of whites increased from 77 to 87 percent (up ten percent), while people of color experienced a sharp drop from 23 to 13 percent. African-Americans held seven percent of the professional administrative positions, while Latinos held four percent and Asian-Americans and "others" occupied one percent each. The percentage of women also experienced a drop, as it declined from 32 to 22 percent.

The WNBA

Due to the small size of dedicated staff at the WNBA, the 2003 RGRC has combined the administration and support staff of this league at the team level. In the 2002 WNBA season, whites remained at 75 percent, while Latinos jumped to six percent (up five percent) and the percentage of Asian-Americans increased to five percent (up four percent). Overall, women dropped from 60 to 53 percent, while African-Americans experienced a seven percent drop from 21 to 14 percent.

College Sport

At NCAA institutions, jobs that fit in this category are academic advisor, counselor, compliance coordinator, managers for business, equipment, fundraiser/ development, facilities, promotions/ marketing, and tickets, the sports information director and assistant directors, and strength coaches. These are obviously the training grounds for those who will rise in the professional ranks. While there were modest increases for women in all Divisions combined (up 3.6 percent to 31.5), opportunities for people of color actually decreased from 11.2 to 10.9 percent of these jobs in college athletics.

In Division I, 91.8 percent of these jobs categories were filled by whites, eight percent were filled by African-Americans, 2.4 percent by Latinos, 1.1 percent by Asians and 0.2 percent by Native-Americans.

Of these, in Division I, 61.1 percent of these job categories were filled by white men, 5.6 percent were African-American men, Asian men held 0.8 percent, Latino men held 1.4 percent, Native American men held 0.1 percent and "other" men held 0.3 percent of these positions.

Women in these positions gained 1.9 percent from 28.8 to 30.7 with white women holding 26.7 percent, (up 1.9 percent). African-American women held 2.4 percent (down 0.4 percent), Asian women held 0.3 percent, Latinas held 1.0 percent, Native American women held 0.1 percent and "other" women held 0.2 percent of these jobs. Asian, Latina, Native-Americans and "others" combined increased 0.3 percent.

When all three divisions were combined for athletics administration, 89.1 percent of these posts were held by whites, 6.9 percent were filled by African-Americans, 2.1 percent by Latinos, 1 percent by Asians and 0.2 percent by Native-Americans. The opportunity for people of color dropped for African-American men and women. White men held 61.1 percent (down 1.5 percent), African-American men held 5.0 percent (down 1.2 percent), Asian men held 0.7 percent, Latino men held 1.2 percent, Native American men held 0.1 percent and "other" men held 0.2 percent.

White women held 28.0 percent (up 3.5 percent), African-American women held 1.9 percent (down 0.9 percent), Asian women held 0.3 percent, Latino women held 0.9 percent, Native American women held 0.1 percent and "other" women held 0.2 percent of these jobs. Women overall gained 3.6 percent climbing from 27.9 to 31.5 percent.

Medical Staff

TABLE 42:
Physicians

	NBA		NFL		MLB		NHL		MLS	
2001-2002										
White	98%	66	96%	94	96%	66	96%	90	67%	6
African-American	0%	0	1%	1	1%	1	1%	1	0%	0
Latino	0%	0	1%	1	0%	0	0%	0	22%	2
Asian-American	2%	1	1%	1	3%	2	2%	2	0%	0
Other	0%	0	1%	1	0	0	1%	1	11%	1
Women	0%	0	2%	2	6%	4	1%	1	11%	1
1999-00										
White	96%	48	97%	58	93%	42	95%	61	100%	10
African-American	2%	1	0%	0	4%	2	0%	0	0%	0
Latino	0%	0	<2%	1	0%	0	0%	0	0%	0
Asian-American	2%	1	<2%	1	<3%	1	5%	3	0%	0
Women	2%	1	0%	0	0%		0%	0	0%	0
1998-99										
White	92%	65	95%	52	93%	41	97%	57	100%	11
African-American	3%	2	0%	0	5%	2	0%	0	0%	0
Latino	1%	1	4%	2	0%	0	0%	0	0%	0
Asian-American	3%	2	1%	1	2%	1	3%	2	0%	0
Women	1%	1	0%	0	0%	0	0%	0	0%	0
1997-98										
White	95%	96	91%	38	87%	34	93%	39	92%	13
African-American	2%	2	2%	1	5%	2	0%	0	0%	0
Latino	1%	1	7%	3	3%	1	0%	0	8%	1
Asian-American	2%	2	0%	0	5%	2	7%	3	0%	0
Women	2%	2	0%	0	0%	0	2%	1	0%	0
1996-97										
White	92%	45	96%	45	91%	32	–	–	–	–
African-American	2%	1	2%	1	3%	1	–	–	–	–
Latino	2%	1	2%	2	3%	1	–	–	–	–
Other	4%	2	0%	0	3%	1	–	–	–	–
Women	0%	0	0%	0	0%	0	–	–	–	–
1995-96										
White	94%	45	100%	44	94%	32	–	–	–	–
African-American	0%	0	0%	0	3%	1	–	–	–	–
Latino	0%	0	0%	0	0%	0	–	–	–	–
Other	6%	3	0%	0	3%	1	–	–	–	–
Women	0%	0	0%	0	0%	0	–	–	–	–
1994-95										
White	97%	109	100%	72	–	–	–	–	–	–
African-American	0%	0	0%	0	–	–	–	–	–	–
Latino	<2%	1	0%	0	–	–	–	–	–	–
Other	<2%	1	0%	0	–	–	–	–	–	–
Women	<2%	1	0%	0	–	–	–	–	–	–
1993-94										
White	95%	58	97%	71	95%	36	–	–	–	–
African-American	<2%	1	<2%	1	<3%	1	–	–	–	–
Latino	<2%	1	<2%	1	<3%	1	–	–	–	–
Other	<2%	1	0%	0	0%	0	–	–	–	–
1992-93										
White	99%	66	98%	66	94%	32	–	–	–	–
African-American	<2%	1	<2%	1	3%	1	–	–	–	–
Latino	0%	0	0%	0	3%	1	–	–	–	–

In the NBA, the NFL, MLB, the NHL and MLS, each team retains one team doctor as a senior physician or primary doctor. A majority of teams list a number of other physicians in their media guides. However, the teams usually do not employ these doctors full-time.

PHYSICIANS

In the NBA, whites increased two percent from 96 to 98 percent. Asian-Americans held the other two percent of these positions. African-Americans and women both fell from two to zero percent.

In the NFL, both women and African-Americans increased from no representation to one percent for African Americans and two percent for women. Whites, Asian-Americans and Latinos all decreased with whites dropping one percent to 96, Latinos and Asian-Americans dropping from less than two percent to one percent, respectively. The category of "other" held one percent of these positions.

Within the NHL, whites held 90 positions, increasing one to 96 percent of the field. Women and African-Americans both increased one percent from no representation to one percent, while Asian-Americans decreased from five to two percent.

In MLB the percentage of white team physicians increased from 93 to 96 percent (up three percent), while the percentage of African-American physicians experienced a three percent decrease from four to one percent. The percentage of Asian-American physicians remained at three

percent. This was the first year that there has been a female physician in MLB.

MLS experienced the biggest changes. Whites dropped significantly from 100 to 67 percent. Latinos, who were not represented in the last Racial and Gender Report Card, held 22 percent of the positions while eleven percent of the positions were held by those in the "other" category. Women, who also held no positions previously, jumped to eleven percent. There continued to be no African-Americans in MLS medical positions.

Twelve percent of the team physicians listed for the WNBA were people of color, with both African and Asian-Americans occupying six percent of these positions. Women held 22 percent of these positions, which was the highest percentage of women for any of the professional leagues.

HEAD TRAINERS

During the 2001-02 NBA season, there were no Latinos, women or "others" as head trainers. Whites decreased from 86 to 85 percent and African-Americans dropped from 14 to eleven percent. The three African-American head trainers in the NBA were:

Max Benton, Cleveland Cavaliers
Roger Hinds, Dallas Mavericks
Jason Powell, Los Angeles Clippers

The only Asian-American head trainer was Mike Shimensky of the Seattle Sonics.

In the NFL there were no Asian-American or Latino head trainers. Whites decreased from 90 to 85 percent dropping from 28 to 23 positions, while African-Americans increased from ten to 15 percent. The four African-American head trainers in the NFL were:

Ron Medlin, Atlanta Falcons
Al Bellamy, Detroit Lions
Scottie Patton, New Orleans Saints
Ronnie Barnes, New York Giants

In the NHL whites experienced a decrease from 100 to 97 percent with Asian-Americans representing the other three percent of head trainers. There were no African-Americans, Latinos, or women as head trainers. The head trainer for the Florida Panthers, Stan Wong, was the only Asian-American to hold such a position in the NHL.

During the 2002 MLB season, there were no African-Americans or women as head trainers. The demographics of this position remained unchanged from the last report;

TABLE 43:
Head Trainers

	NBA		NFL		MLB		NHL		MLS	
2001-02										
White	85%	24	85%	28	97%	27	97%	30	100%	10
African-American	11%	3	15%	4	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	3%	1	0%	0	0%	0
Asian-American	4%	1	0%	0	0%	0	3%	1	0%	0
Other	0%	0	0%	0	0%	0	0%	0	0%	0
Women	0%	0	0%	0	0%	0	0%	0	0%	0
1999-00										
White	86%	25	90%	28	97%	29	100%	28	92%	11
African-American	14%	4	10%	3	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	3%	1	0%	0	8%	1
Other	0%	0	0%	0	0%	0	0%	0	0%	0
Women	0%	0	0%	0	0%	0	0%	0	17%	2
1998-99										
White	90%	26	87%	27	97%	29	96%	27	92%	11
African-American	10%	3	13%	4	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	3%	1	0%	0	8%	1
Other	0%	0	0%	0	0%	0	4%	1	0%	0
Women	0%	0	0%	0	0%	0	0%	0	17%	2
1997-98										
White	87%	25	87%	26	97%	29	96%	25	76%	8
African-American	13%	4	10%	3	0%	0	0%	0	0%	0
Latino	0%	0	0%	0	3%	1	0%	0	33%	4
Other	0%	0	3%	1	0%	0	4%	1	0%	0
Women	0%	0	0%	0	0%	0	0%	0	17%	2
1996-97										
White	86%	25	90%	27	88%	22	--	--	--	--
African-American	14%	4	10%	3	0%	0	--	--	--	--
Other	0%	0	0%	0	12%	3	--	--	--	--
1995-96										
White	89%	25	89%	25	100%	23	--	--	--	--
African-American	11%	3	7%	2	0%	0	--	--	--	--
Other	0%	0	4%	1	0%	0	--	--	--	--
1994-95										
White	93%	25	89%	25	100%	21	--	--	--	--
African-American	7%	2	7%	2	0%	0	--	--	--	--
Other	0%	0	4%	1	0%	0	--	--	--	--
1993-94										
White	89%	25	92%	26	100%	23	--	--	--	--
African-American	7%	1	4%	1	0%	0	--	--	--	--
Other	4%	1	4%	1	0%	0	--	--	--	--
1992-93										
White	92%	25	92%	26	100%	23	--	--	--	--
African-American	4%	2	4%	1	0%	0	--	--	--	--
Other	4%	0	4%	1	0%	0	--	--	--	--

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97 percent of head trainers were white. The remaining three percent were Latino. Richard Bancells of the Baltimore Orioles was the only Latino holding this post in MLB.

Within the MLS, whites held 100 percent of the positions. Latinos, who previously had eight percent, and women, who previously had 17 percent, both dropped to zero percent. There were no African-American or Asian-American head trainers.

In WNBA, African-Americans and Asian-Americans both experienced a one percent increase going from six to seven percent. Whites fell two percent from 88 to 86 while the percentage of women remained at 88 percent. The two people of color holding head trainer positions were Jenay Dunlop (African-American) of the Orlando Miracle and Sandee Teruya (Asian-American) of the Los Angeles Sparks.

Including Dunlop and Teruya there were a total of 15 women head trainers in the WNBA. The other 13 were:

Tamara Poole, Charlotte Sting
Laura Ramus, Detroit Shock
Michelle Leget, Houston Comets
Holly Heitzman, Indiana Fever
Danielle Henry, Miami Sol
Alisha Deneen, Minnesota Lynx
Lisa White, New York Liberty
Jill Jackson, Sacramento Monarchs
Sheri Hedlund, Seattle Storm
Carolyn Griffiths, Phoenix Mercury
Georgia Fischer, Cleveland Rockers
Kyla McDaniel, Portland Fire
Jackie Westerfer, Washington Mystics

TABLE 44:

Women's National Basketball Association

Head Trainers

2002	% of Total	Total No.
White	86%	14
African-American	7%	1
Latino	0%	0
Asian-American	7%	1
Women	88%	14
2000	**% of Total**	**Total No.**
White	88%	14
African-American	6%	1
Latino	0%	0
Asian-American	6%	1
Women	88%	14
1999		
White	92%	11
African-American	0%	0
Latino	0%	0
Asian-American	1%	1
Women	83%	10
1998		
White	100%	10
African-American	0%	0
Latino	0%	0
Other	0%	0
Women	100%	10

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Radio and Television Broadcasters

The NBA and MLS both produced the best record for opportunities for people of color to be broadcasters. Radio and television announcers have the enormous ability to influence the way the public perceives athletes. Thus, it is important that the people in the media be as diverse as the players on the courts and the playing fields.

In the 2001-02 NBA season, whites filled 77 percent of these posts, African-Americans held 16 percent, Latinos dropped from eight to seven percent, and women increased from two to three percent. There were no Asian-American broadcasters.

"... it is important that the people in the media be as diverse as the players on the courts and the playing fields."

TABLE 45:
Radio and Television Announcers

	NBA	NFL	MLB	NHL
2001-02				
White	77%	87%	83%	100%
African-American	16%	10%	4%	0%
Latino	7%	3%	12%	0%
Asian-American	0%	0%	1%	0%
Other	0%	0%	0%	0%
Women	3%	2%	1%	1%
1999-00				
White	76%	89%	81%	100%
African-American	16%	2%	4%	0%
Latino	8%	8%	15%	0%
Asian-American	0%	0%	0%	0%
Other	0%	0%	0%	0%
Women	2%	3%	2%	1%
1998-99				
White	78%	89%	79%	100%
African-American	18%	5%	4%	0%
Latino	4%	5%	17%	0%
Asian-American	0%	0%	0%	0%
Other	0%	0%	0%	0%
Women	2%	3%	1%	1%
1997-98				
White	77%	82%	78%	100%
African-American	18%	15%	3%	0%
Latino	5%	3%	19%	0%
Asian-American	0%	0%	0%	0%
Other	0%	0%	0%	0%
Women	0%	3%	1%	0%
1996-97				
White	80%	80%	84%	–
African-American	16%	15%	0%	–
Latino	3%	5%	16%	–
Asian-American	<1%	0%	0%	–
Other	0%	0%	0%	–
Women	0%	3%	<1%	–
1995-96				
White	78%	79%	85%	–
African-American	18%	7%	3%	–
Latino	3%	9%	12%	–
Asian-American	<1%	0%	0%	–
Other	0%	5%	0%	–
Women	3%	2%	<1%	–
1993-94				
White	81%	85%	83%	–
African-American	12%	2%	5%	–
Latino	7%	13%	12%	–
1992-93				
White	81%	86%	83%	–
African-American	12%	2%	5%	–
Latino	7%	12%	12%	–

In the NFL, white broadcasters dropped from 89 to 87 percent while African-Americans improved from two to ten percent. Latinos dropped from eight to three percent. Women also dropped from three percent to two percent of these broadcasting jobs. There were no Asian-American broadcasters.

White men held 99 percent of the NHL broadcasting jobs and white women had the balance.

During 2002 MLB season, whites held 83 percent of the broadcasting positions, up from 81 percent last year. African-Americans remained at four percent, while the percentage of Latinos dropped from 15 to 12 percent. This year is the first year that there has been an Asian-American broadcaster in MLB. Robert Buan of the Oakland Athletics became the full-time host of the A's post-game show "Extra Innings." The percentage of broadcasters who were women dropped slightly from 2 to 1 percent.

In the 2002 season, MLS presented the most opportunities for people of color with Latinos holding 37 percent of these posts. Whites held the remaining 63 percent. There were no African-Americans, Asian-Americans, or women in these positions.

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Referees and Game Officials

Among the men's professional leagues, the NBA had the best record for referees of color and had the only women refs in men's pro sports.

In the NBA, whites held 66 percent of the referee positions while African-Americans held 31 percent and Latinos three percent. Three percent of the referees were women. This was a one percent decrease for whites and a one percent increase for African-Americans. The percentages of Latino and women referees were unchanged since the last Racial and Gender Report Card.

"Among the men's professional leagues, the NBA has the best record for referees of color and had the only women refs in men's pro sports."

Regarding the on-field 2002 NFL game officials, there were a total of 119 game officials that officiated during the 2002 NFL season. Of the 119, 20 were African-Americans (17 percent), 98 were white (82 percent) and 1 was a Native-American (0.8 percent). According to the NFL, the final applicant group of on-field officials for the 2003 NFL season is overwhelmingly populated by people of color.

TABLE 46:

Officials and Referees

	NBA		NFL	
2001-02	**% of Total**	**Total No.**	**% of Total**	**Total No.**
White	66%	38	82%	98
African-American	30%	18	17%	20
Latino	3%	2	0%	0
Asian-American	0%	0	0%	0
Other	0%	0	<1%	1
Women	3%	2	0%	0
Total =		58		119
1999-00	**% of Total**	**Total No.**	**% of Total**	**Total No.**
White	67%	40	84%	98
African-American	30%	18	16%	19
Latino	3%	2	0%	0
Women	3%	2	0%	0
Total =		60		117
1998-99				
White	69%	45	88%	100
African-American	28%	18	12%	13
Latino	3%	2	0%	0
Women	3%	2	0%	0
Total =		65		113
1996-97				
White	70%	42	83%	93
African-American	27%	16	17%	19
Latino	3%	2	0%	0
Women	3%	2	0%	0
Total =		60		112
1994-95				
White	72%	41	85%	95
African-American	25%	14	15%	17
Latino	<4%	2	0%	0
Total =		57		112

The NFL Officiating Department is a very diverse group. Of the department's 13 employees, two are women (15.4 percent). There are three African Americans (23.1 percent): Larry Upson, who is the Director of Officiating Operations; Cam Neely, who is an Officiating Supervisor and Terrell Canton who is an assistant. In addition, Jay Manahan (Asian male) is a coordinator in that department as is Rohit Punj (Indian). Thus, more than half of the officiating department's employees are either women or members of a minority as of the writing of this Report.

In the 2002 WNBA season, whites held 64 percent of the game official posts, African-Americans held 27 percent, and Latinos occupied nine percent. This was a four percent increase for African-Americans and seven percent increase for Latinos. The percentage of whites dropped eight percent. There were no Asian-American referees during the 2002 season. Since last report the percentage of referees who were women jumped from 43 to 49 percent (up six percent).

TABLE 47:

Women's National Basketball Association

Officials and Referees

2002	**% of Total**	**Total No.**
White	64%	34
African-American	27%	14
Latino	9%	5
Asian-American	0%	0
Women	49%	26
2000	**% of Total**	**Total No.**
White	72%	34
African-American	23%	11
Latino	2%	1
Asian-American	2%	1
Women	43%	20
1998		
White	66%	21
African-American	31%	10
Latino	3%	1
Women	50%	16

Note: Provided by the WNBA

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Support Staff

There were several changes in the 2001-02 NBA season at the support staff level. Whites, who held 80 percent in the last report, dropped to 66 percent (down 14 percent). African-Americans increased from twelve to 23 percent while Latinos went from six to ten percent. Asian-Americans dropped from two to one percent. Women in support staff positions increased from 51 to 83 percent.

Within the NFL, whites decreased from 89 to 86 percent, African-Americans increased from nine to ten percent and Latinos from one to three percent. Women held 83 percent of support staff positions, an increase of 22 percent from the last Racial and Gender Report Card.

In the NHL, whites increased from 79 to 91 percent, while all other groups experienced decreases. African-Americans fell from nine to five percent, Latinos from five to three percent, and Asian-Americans from six to one percent of the support staff category. There was another dramatic increase with the percentage of women holding these positions jumping 38 percent from 60 to 98 percent.

Whites fell from 79 to 71 percent, African Americans dropped from three percent to zero while Latinos increased from 18 percent to 25 in MLS support staff positions. Asian-Americans had an increase from zero to four percent. There was a sharp increase in women, who jumped from 56 percent to 96 percent of support staff positions.

TABLE 48:
Support Staff Personnel

	NBA	NFL	NHL	MLS
2001-02				
White	66%	86%	91%	71%
African-American	23%	10%	5%	0%
Latino	10%	3%	3%	25%
Asian-American	1%	1%	1%	4%
Other	0%	0%	0%	0%
Women	83%	83%	98%	96%
1999-00				
White	80%	89%	79%	79%
African-American	12%	9%	9%	3%
Latino	6%	<1%	5%	18%
Asian-American	2%	<1%	6%	0%
Other	0%	0%	0%	0%
Women	51%	61%	60%	56%
1998-99				
White	72%	86%	88%	68%
African-American	18%	11%	7%	8%
Latino	7%	2%	2%	24%
Asian-American	2%	1%	2%	0%
Other	<1%	<1%	0%	0%
Women	60%	61%	58%	58%
1997-98				
White	78%	86%	93%	74%
African-American	17%	11%	5%	0%
Latino	3%	2%	1%	22%
Asian-American	2%	1%	<1%	4%
Other	<1%	0%	0%	0%
Women	67%	53%	60%	60%
1996-97				
White	71%	90%	--	--
African-American	16%	7%	--	--
Latino	9%	2%	--	--
Asian-American	4%	1%	--	--
Other	0%	0%	--	--
Women	62%	48%	--	--
1995-96				
White	80%	90%	--	--
African-American	15%	6%	--	--
Other	5%	4%	--	--
Women	63%	54%	--	--
1994-95				
White	78%	90%	--	--
African-American	16%	6%	--	--
Latino	4%	2%	--	--
Asian-American	0%	<1%	--	--
Other	3%	<1%	--	--
Women	62%	57%	--	--
1993-94				
White	79%	89%	--	--
African-American	12%	5%	--	--
Latino	7%	4%	--	--
Asian-American	2%	1%	--	--
Other	0%	<1%	--	--
1992-93				
White	78%	89%	--	--
African-American	14%	5%	--	--
Latino	5%	3%	--	--
Other	3%	3%	--	--

Note: Similar data was not provided for MLB.

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Stacking
(Positional Segregation in Professional Sports)

The issue of stacking or positional segregation has been as controversial as any issue in pro sport. League officials continue to adamantly deny race plays any factor in positions on the field. The issue revolves around certain positions which are considered to be dependent on intelligence and others that are considered to be dependent on speed and reactive ability.

"Most observers agree that the issue of stacking in the NFL is no longer a major concern."

TABLE 49:

National Football League

Positional Breakdown by Race

Offense:

	QB	RB	WR	TE	OT	OG	C
2002							
White	76%	16%	12%	56%	45%	56%	83%
African-American	24%	82%	88%	41%	53%	41%	14%
2000							
White	78%	13%	10%	56%	48%	48%	70%
African-American	21%	86%	90%	41%	30%	50%	25%
1999							
White	81%	13%	9%	55%	42%	55%	75%
African-American	18%	86%	91%	42%	55%	42%	20%
1998							
White	91%	13%	8%	55%	39%	67%	83%
African-American	8%	87%	92%	42%	55%	29%	17%
1997							
White	91%	7%	8%	52%	49%	72%	72%
African-American	7%	90%	89%	48%	47%	23%	20%
1993							
White	93%	8%	10%	39%	51%	84%	79%
African-American	7%	92%	90%	60%	47%	32%	18%
1983							
White	99%	12%	23%	52%	68%	77%	97%
African-American	1%	88%	77%	48%	32%	23%	3%

Note: 67% of all players in the NFL are Black, 32% of all players in the NFL are White. 1% of all players in the NFL are other Pacific Islander, Latino, or Asian-American. Any totals of less than 100% are due to the third category of "other."

National Football League

Most observers agree that the issue of stacking in the NFL is no longer a major concern. In the 2002 NFL season, the percentage of African-American quarterbacks rose to 24 percent. That was an all-time high in the NFL, passing the last Report's record of 21 percent. The quarterback is football's central "thinking" position. Historically, the positions of quarterback, running back, wide receiver, center, cornerback and safety have had disproportionately high percentages of African-Americans. The latter five positions rely a great deal on speed and reactive ability. The quarterback position was the primary concern since it was so central to the game and now that African-Americans have broken down that barrier, concern about other positions has been greatly diminished.

TABLE 50:

National Football League

Positional Breakdown by Race

Defense:

	CB	S	LB	DE	DT
2002					
White	1%	13%	19%	20%	23%
African-American	98%	87%	78%	78%	78%
2000					
White	7%	13%	22%	25%	26%
African-American	93%	87%	76%	73%	73%
1999					
White	4%	10%	23%	21%	20%
African-American	96%	90%	74%	77%	68%
1998					
White	1%	9%	24%	19%	31%
African-American	99%	91%	75%	79%	63%
1997					
White	2%	10%	24%	15%	24%
African-American	98%	89%	74%	83%	71%
1993					
White	1%	18%	27%	27%	30%
African-American	99%	80%	72%	71%	53%
1983					
White	8%	43%	53%	31%	47%
African-American	92%	57%	47%	69%	53%

Note: 67% of all players in the NFL are Black, 32% of all players in the NFL are White. 1% of all players in the NFL are other Pacific Islander, Latino, or Asian-American. Any totals of less than 100% are due to the third category of "other."

While the positions of running back (82 percent), wide receiver (88 percent), cornerback (98 percent) and safety (87 percent) continued to be disproportionately held by African-Americans, these are of less concern. That is also true for the position of center, considered to be the anchor of the offensive line, which was still dominated (83 percent) by whites.

Major League Baseball

The question of stacking still seems worth posing in Major League Baseball for the

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TABLE 51:

Major League Baseball

Positional Breakdown by Race

	P	C	1B	2B	3B	SS	OF
2002							
White	72%	61%	61%	36%	71%	29%	41%
African-American	3%	1%	14%	21%	0%	11%	31%
Latino	22%	37%	23%	43%	29%	60%	25%
Asian-American	3%	1%	1%	0%	0%	0%	2%
2000							
White	72%	63%	68%	48%	79%	28%	35%
African-American	4%	4%	13%	25%	2%	12%	40%
Latino	21%	33%	19%	27%	20%	60%	24%
1999							
White	73%	69%	71%	52%	68%	25%	33%
African-American	3%	5%	16%	13%	2%	18%	40%
Latino	21%	26%	14%	35%	30%	57%	27%
1998							
White	74%	66%	67%	41%	70%	53%	30%
African-American	5%	4%	16%	15%	7%	13%	48%
Latino	20%	30%	17%	44%	23%	34%	22%
1997							
White	73%	74%	67%	55%	68%	40%	29%
African-American	6%	2%	21%	16%	10%	16%	50%
Latino	20%	24%	12%	29%	22%	44%	21%
1996							
White	76%	73%	70%	51%	70%	39%	28%
African-American	7%	1%	21%	11%	13%	17%	54%
Latino	17%	25%	9%	37%	17%	43%	18%
1995							
White	75%	79%	65%	51%	66%	40%	30%
African-American	8%	2%	24%	21%	13%	13%	55%
Latino	17%	19%	11%	28%	21%	47%	15%
1991							
White	82%	87%	69%	58%	75%	42%	33%
African-American	5%	1%	19%	13%	12%	8%	50%
Latino	12%	12%	11%	26%	12%	50%	17%
1983							
White	86%	93%	55%	65%	82%	73%	45%
African-American	7%	0%	38%	21%	5%	11%	46%
Latino	7%	7%	7%	14%	13%	9%	9%

* = Some totals not equal to 100% due to 1.4% are Asian players

positions of pitcher, catcher, third baseman, and outfielder for African-Americans. Only three percent of pitchers and one percent of catchers were African-American. There were no African-American third basemen in Major League Baseball. The percentage of African-American pitchers is less than one half of what it was in 1983. These are baseball's primary thinking positions. Thirty-one percent of outfielders, who rely on speed and reactive ability, were African-American during the 2002 MLB season. This was more than three times the percentage of African Americans in MLB.

The Players Associations

People of color are still very well reporesented on the staff of both the NBPA and NFLPA. Their records have been excellent since we began tracking the players associations ten years ago.

National Basketball Players Association

In the NBPA, 89 percent of the Executive Committee were African-Americans and eleven percent were white. Of the vice president positions, African-Americans held 88 percent and whites held twelve percent. Whites held 36 percent of the department head posts, African-Americans held 55 percent, Latinos held nine percent, and women held 34 percent. African-Americans occupied 66 percent of the support staff positions, while both whites and "others" held 17 percent. Women held all but one of these jobs (83 percent).

National Football League Players Association

On the board of the NFLPA, African-Americans held 64 percent of these positions, while whites held 34 percent. There was one Asian-American, representing the remaining two percent of the board members. The percentage of African-Americans increased eight percent, while whites decreased by eight percent. The percentage of Asian-Americans and "others" was unchanged from last year's RGRC. Eight of the ten vice presidents were African-Americans, while one was white and one was Asian-American. This was the first year there has been a person of color, other than

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TABLE 52:
Players Associations

	NBPA		NFLPA	
Executive Committee				
2002	**% of Total**	**Total No.**	**% of Total**	**Total No.**
White	11%	1	34%	22
African-American	89%	8	64%	43
Other	0%	0	2%	1
2000	**% of Total**	**Total No.**	**% of Total**	**Total No.**
White	11%	1	42%	38
African-American	89%	8	56%	50
Other	0%	0	2%	2
Vice Presidents				
2002	**% of Total**	**Total No.**	**% of Total**	**Total No.**
White	12%	1	10%	1
African-American	88%	8	80%	8
Other	0%	0	10%	1
2000	**% of Total**	**Total No.**	**% of Total**	**Total No.**
White	12%	1	10%	1
African-American	88%	8	90%	9
Department Heads				
2002	**% of Total**	**Total No.**	**% of Total**	**Total No.**
White	36%	4	59%	27
African-American	55%	6	41%	19
Latino	9%	1	0%	0
Women	36%	4	52%	24
2000	**% of Total**	**Total No.**	**% of Total**	**Total No.**
White	36%	4	59%	27
African-American	55%	6	41%	19
Latino	9%	1	50%	23
Women	36%	4	--	--
Support Staff				
2002	**% of Total**	**Total No.**	**% of Total**	**Total No.**
White	17%	1	38%	9
African-American	66%	4	54%	13
Other	17%	1	8%	2
Women	83%	5	67%	16
2000	**% of Total**	**Total No.**	**% of Total**	**Total No.**
White	0%	0	43%	10
African-American	80%	4	39%	9
Other	20%	1	9%	2
Women	100%	5	70%	16

Note: Similar data not provided by MLBPA

"People of color are still very well represented on the staff of both the NBPA and NFLPA. Their records have been excellent since we began tracking the players associations ten years ago."

African-American, as a vice president for the NFLPA.

There was no change in the composition of the department head posts, with whites continue to hold 59 percent, while African-Americans occupied 41 percent of the positions. The percentage of women increased from 50 to 52 percent.

In the support staff of the NFLPA, the percentage of white decreased from 43 to 38 percent, while that of African-Americans jumped from 39 to 54 percent. Latinos and Asian-Americans each occupied four percent of the support staff positions. This was a decrease for Asian-Americans of five percent. The percentage of women holding support staff posts decreased from 70 to 67 percent (down three percent).

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Conclusion

Issues of race and gender continue to be a concern for sport in America. While the leadership at the top levels of the pro leagues and the NCAA remains committed to diversity, the results continue to filter down to teams and colleges and universities at a slow pace.

When grades for race and gender are combined, only the WNBA **(A-),** the NBA **(B+)** and college sport (**B**) are above **C** averages. While no one surveyed had below a **C** for race, the NBA (**A**) and the WNBA (**A-**) had the only **A**s. Only the WNBA had an **A** for gender while the NFL and MLB had a **D** and MLS had an **F**. As in society itself, we have a long way to go to achieve equality in sport.

When looking at all the data, the NBA continued to have the best record for diversity among all the men's professional sports leagues. The NBA was best for people of color in the following categories:

- players at 80 percent
- league office vice presidents with 10
- league office professional staff at 28 percent
- limited partners as owners with 6
- team presidents with 3
- general managers with 17 percent
- team senior administrative posts at 19 percent
- team professional administrative posts (tied with MLS) at 21 percent
- head coaching positions with 48 percent
- assistant coaches at 33 percent
- support staff at 34 percent
- refs at 34 percent
- radio & TV broadcasters at 23 percent

The NBA was also best for women in the men's leagues in the following categories:

- league office vice presidents at 13
- limited partners as owners (tied with MLB) with 15
- team presidents (tied with the NFL and MLB with 1)
- team senior administrative posts at 29 percent
- team professional administrative posts at 48 percent

When the WNBA was compared to the men's leagues, it had the best record for people of color in the following categories:

- Senior team administration at 20 percent
- league office professionals at 45 percent
- assistant coaches at 33 percent

"When looking at all the data, the NBA continued to have the best record for diversity of among all the men's professional sports leagues."

When the WNBA was compared to the men, it had the best record for gender in the following categories:

- Senior team administration at 47 percent
- league office professionals at 95 percent

The NHL and the NBA had the only majority owners of color (Asian-American men and an African-American man, respectively). The NFL had three women majority owners and the NHL had one.

By comparison, the colleges and universities went from the poorest combined record of all for race and gender in the 1998 Racial Report Card to being third best with a **C+** average in the ***2001 RGRC*** to being very solid third with a combined **B** after the WNBA and the NBA. That resulted not only from significant improvement on its own but also because some of the gender grades for the leagues deteriorated.

There were several noteworthy trends in sport regarding race and gender

First, the percentage of African-American men playing college and professional sports continued its decade long decline in all sports except college and pro basketball and college baseball. There was a decrease for African-Americans in the NFL, Major League Baseball, the NHL, Major League Soccer, and in Division I football and overall in Division I men's sports. At 78 percent, African-Americans remained the same in the NBA and increased slightly in Division I basketball and significantly in baseball.

Latinos had all-time highs in Major League Baseball, Major League Soccer and in Division I baseball. Although the number of Asians was still small, the influx in Major League Baseball and the NBA was notable. The percentage of international players continued to grow in the NBA, NFL, Major League Baseball and Major League Soccer, which had the highest percentage at 38 percent.

Perhaps the biggest news for the 2003 RGRC was that Robert Johnson, owner of BET, became the first African-American majority owner in professional sport when he was awarded the right to purchase the NBA's new franchise in Charlotte.

Prior to Johnson's purchase of the Charlotte franchise, the New York Islanders were the only professional sports team that had people of color as majority owners. Charles B. Wang of Shanghai, China and Sanjay Kumar of Colombo, Sri Lanka were the co-owners of the team during the 2002-03 NHL season.

Another major finding was that for senior

and professional off the field positions on pro teams, opportunities for women declined in each of the men's leagues. On the other hand, the percentage of team VPs who were women, although still very low, increased in every sport except the NHL where it remained the same.

Other than ownership, perhaps the best piece of individual news regarding race was that, as of this publication, there were 24 head coaches/managers who were people of color in the three biggest professional leagues. That is another all-time record. The NBA had twelve African-Americans, the NFL had three African-American head coaches, Major League Baseball had six African-American and three Latino managers. In addition, Major League Soccer had one Latino coach and the WNBA had three African-American coaches.

At the college level, Division I men's college basketball set a new high with 22.9 percent of the head coaching jobs held by African-Americans. In the Division I women's basketball programs, African-Americans held an all-time high of 11.3 percent. Another 1.8 percent were held by Asians and Latinos. Twenty percent of the women's track/cross country head coaching positions were held by people of color, another all-time record high.

People of color are still very well represented on the staff of both the NBPA as well as the NFLPA. Unfortunately, the data on the office of the MLBPA was yet again not available to the Institute despite our attempts to secure it.

The goal of the Institute for Diversity and Ethics in Sport in publishing the Racial and Gender Report Card is to help professional and college sport recognize that sport, which is America's most integrated workplace for players, is not much better than society in who it hires in decision-making positions. There is widely acknowledged enlightened leadership on issues of diversity in the league offices of the NBA, the NFL, MLB, NHL MLS and at the NCAA. Nonetheless, white males control the operations on most franchises and athletics departments.

"As in society itself, we have a long way to go to achieve equality in sport."

What the WNBA, NBA and various parts of college athletics have done can be looked at as an example by other sports organizations and leagues. Their records show that if you set goals for diversity both in the league and on individual teams and in our institutions of higher education, they can be reached with persistent effort.

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Historical Listing of African-American and Latino Professional Head Coaches/Managers

National Basketball Association (46 coaches)

	Team	Year(s)	Record
Bill Russell	Boston	1966-69	162-123
	Seattle	1973-77	162-166
	Sacramento	1987-88	17-41
Al Attles	San Fran/Golden State	1969-83	557-518
Lenny Wilkins	Seattle	1969-72	121-125
	Portland	1974-76	75-89
	Seattle	1977-85	357-277
	Cleveland	1986-93	316-258
	Atlanta	1993-00	310-232
	Toronto	2000-present	103-109
Earl Loyd	Detroit	1971-72	22-53
Ray Scott	Detroit	1972-76	147-134
K.C. Jones	Capital/Washington	1973-76	155-91
	Boston	1983-88	308-102
	Seattle	1990-92	59-59
Draff Young	Kansas City/Omaha	1973-74	0-3
Elgin Baylor	New Orleans	1974-75	0-1
	New Orleans	1976-79	64-98
Bob Hopkins	Seattle	1977-78	5-17
Willis Reed	New York	1977-79	49-47
	New Jersey	1987-89	33-77
Tom Sanders	Boston	1977-79	23-39
Paul Silas	San Diego	1980-83	78-168
	Charlotte/N.O.	1998-present	265-312
Don Chaney	L.A. Clippers	1984-87	53-132
	Houston	1988-92	164-134
	Detroit	1993-95	48-116
	New York	2001-present	41-70
Bernie Bickerstaff	Seattle	1985-90	201-203
	Denver	1994-96	59-68
	Washington	1997-99	77-72
Gene Littles	Cleveland	1985-86	4-11
	Charlotte	1989-91	37-87
	Denver	1994-95	3-13
Wes Unseld	Washington	1987-94	202-345
Mel Daniels	Indiana	1988-89	0-2
Stu Jackson	New York	1989-91	52-45
	Vancouver	1996-97	6-33
Mack Calvin	L.A. Clippers	1991-92	1-1
Fred Carter	Philadelphia	1992-94	32-76
Gar Heard	Dallas	1992-93	9-44
	Washington	1999-00	14-30
Sidney Lowe	Minnesota	1992-94	33-102
	Vancouver/Memphis	2000-2002	46-126
John Lucas	San Antonio	1992-94	94-49
	Philadelphia	1994-96	42-122
	Cleveland	2001-2003	37-87

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Quinn Buckner	Dallas	1993-94	13-69
Magic Johnson	L.A. Lakers	1993-94	5-11
Butch Beard	New Jersey	1994-96	60-104
Alvin Gentry	Miami	1994-95	15-21
	Detroit	1997-2000	73-72
	L.A. Clippers	2000-2003	87-126
Bob Lanier	Golden State	1994-95	12-25
M.L. Carr	Boston	1995-97	48-116
Jim Cleamons	Dallas	1996-98	28-70
Johnny Davis	Philadelphia	1996-97	22-60
Eddie Jordan	Sacramento	1996-98	33-64
Darrell Walker	Toronto	1996-98	41-90
	Washington	1999-00	15-23
Butch Carter	Toronto	1998-00	68-64
Lionel Hollins	Vancouver	1999-00	18-42
Doc Rivers	Orlando	1999-present	152-144
Leonard Hamilton	Washington	2000-01	104-93
Nate McMillan	Seattle	2000-present	104-93
Byron Scott	New Jersey	2000-present	112-101
Isiah Thomas	Indiana	2000-present	117-96
Bill Cartwright	Chicago	2001-present	34-70
Maurice Cheeks	Portland	2001-present	81-49
Mike Evans	Denver	2001-2002	18-38
Frank Johnson	Phoenix	2001-present	40-41
Keith Smart	Cleveland	2003-present	2-6
Dennis Johnson	L.A. Clippers	2003-present	

Major League Baseball (19 managers)

Mike Gonzalez	St. Louis	1938, 1940	9-13
Preston Gomez	San Diego	1969-72	180-316
	Houston	1974-75	128-161
	Chicago Cubs	1980	38-52
Frank Robinson	Cleveland	1975-77	186-189
	San Francisco	1981-84	264-277
	Baltimore	1988-91	230-285
	Montreal	2002-present	83-79
Larry Doby	Chicago White Sox	1978	37-50
Maury Wills	Seattle	1980	26-56
Cookie Rojas	California	1988	76-79
Cito Gaston	Toronto	1989-97	683-616
Hal McRae	Kansas City	1991-94	286-277
	Tampa Bay	2001-2002	113-196
Felipe Alou	Montreal	1992-01	691-717
Don Baylor	Colorado	1993-98	439-469
	Chicago Cubs	2000-2002	187-220
Dusty Baker	San Francisco	1992-2002	840-715
	Chicago Cubs	2002-present	0
Tony Perez	Cincinnati	1993	20-24
	Florida	2001	54-60
Jerry Manuel	Chicago White Sox	1997-present	414-395
Davey Lopes	Milwaukee	2000-2002	141-189
Lloyd McClendo	Pittsburgh	2001-present	134-189
Luis Pujols	Detroit	2002-present	55-100
Tony Pena	Kansas City	2002-present	49-77
Jerry Royster	Milwaukee	2002-present	53-94
Carlos Tosca	Toronto	2002-present	58-51

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National Football League (7 Coaches)

	Team	Year(s)	Record
Art Shell	L.A. Raiders	1989-94	54-38
Dennis Green	Minnesota	1992-01	97-62
Ray Rhodes	Philadelphia	1995-98	29-34-1
	Green Bay	1999	8-8
Tony Dungy	Tampa Bay	1996-2001	54-42
	Indianapolis	2002-present	10-7
Terry Robiskie	Washington	2000	1-2
Herman Edwards	N.Y. Jets	2001-present	20-15
Marvin Lewis	Cincinnati	2003-present	0-0

National Hockey League (1 Coach)

Ted Nolan	Buffalo	1995-97	73-72-19

Historical Listing of African-American Division IA Head Football Coaches

	College/University	Year(s)	Record
Willie Jeffries	Wichita State	1979-82	21-32-0
Dennis Green	Northwestern	1981-85	10-45-0
Cleve Bryant	Ohio University	1985-89	9-44-2
Wayne Nunnely	Las Vegas	1986-91	19-25-0
Francis Peay	Northwestern	1986-91	13-51-1
Dennis Green	Stanford	1989-91	16-18-0
Willie Brown	Long Beach State	1991	2-8-2
James Caldwell	Wake Forest	1992-00	14-41-5
Ron Cooper	Eastern Michigan	1993-94	9-13-0
Matt Simon	University of North Texas	1994-97	18-26-1
Ron Cooper	Louisville	1995-97	13-20-0
Bob Simmons	Oklahoma State	1995-00	29-37-1
Tyrone Willingham	Stanford	1995-01	44-36-1
John Blake	Oklahoma	1996-98	11-21-0
Tony Samuel	New Mexico State	1997-02	26-42-0
Jerry Baldwin	Louisiana Lafayette	1999-01	6-27-0
Bobby Williams	Michigan State	1999-02	12-11-0
Fitzgerald Hill	San Jose State	2001-02	3-9-0
Tyrone Willingham	Notre Dame	2002	10-3-0
Karl Dorrell	UCLA	2003	--

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League and NCAA Diversity Initiatives

The Institute for Diversity and Ethics in Sport recognizes that making changes in hiring practices and creating a truly diverse workplace are not goals that can be quickly achieved. This year for the first time the RGRC has incorporated the Diversity Initiatives for each of the leagues and colleges. We requested the information and the following summaries were provided by the NBA, NFL, NHL, MLS, and the NCAA. It is worth noting that organizations not mentioned may well have diversity initiatives within their organizations that they chose not to report.

National Basketball Association Diversity Initiatives

- The NBA League office was the first to undertake mandatory diversity in 1997. All 730 employees at the time went through an eight hour session in groups of 25 or less.

- The NBA conducts periodic mandatory diversity and respectful workplace training programs for league employees. The NBA's new employee orientation also includes a diversity awareness component.

- The NBA maintains diverse applicant pools in its hiring process and encourages all NBA teams to do so as well. This includes, among other things, active recruitment at historically black colleges and universities and posting job openings on diversity websites.

- Consistent with the National Basketball Association's Vendor Diversity Policy Statement, the NBA takes steps to further its goal of maximizing contracting opportunities for Women/Minority Business Enterprises to participate in the business opportunities generated by the NBA. We have implemented a process by which potential suppliers who are Women/Minority Business Enterprises can be identified for inclusion in the NBA's vendor procurement process.

The NBA maintains a vendor diversity-sourcing program in connection with the NBA's annual All-Star event. This includes (i) building alliances in the All-Star host city with business advocacy organizations, tourism officials and local business regulatory agencies, (ii) informing prospective local business entities of the types of contracting opportunities available by conducting vendor diversity seminars in the host city, and (iii) compiling and publishing a comprehensive vendor resource guide to aid the NBA, its sponsors and local contractors in identifying prospective vendors.

National Football League Diversity Initiatives

Since August 2002, the Diversity Council has held monthly meetings in an effort to address the multifaceted issues surrounding diversity in our workplace. During the October 10, 2002 NFL Employee Breakfast, the Council was given the opportunity to introduce itself to the NFL and provide an overview of the complexities of diversity and the work we intend to undertake on behalf of all NFL employees.

The Council would like to take this opportunity to reassure you of the League's and Council's steadfast commitments to diversity and our resolve to work collaboratively to promote a culturally progressive and societally reflective organization. The League has demonstrated its pledge to prioritize diversity by incorporating it into both the League's Values and the League Strategic Constants and by establishing it as a top ten League-wide Strategic Initiative for 2003, which will soon be distributed to all employees. In addition, the Council has been working diligently toward advancing diversity interests on behalf of all NFL personnel. Therefore, we wish to take this opportunity to update you on the work the Council has undertaken in its continuing efforts to promote diversity at the NFL.

First, the composition of the Council itself has been reviewed. Given the Council's broad definition of diversity, it was agreed that it would be difficult, if not impossible, to have a representative member for each diverse interest. To address that issue, the Council drafted operating procedures that would enable non-members to participate in Council sub-committees and in select Council initiatives. The Council's operating procedures also imposed term limits and a rotation system to maximize opportunities for new Council representation (contact Belinda Lerner or Guy Troupe if you would like a copy of the Council's operating procedures). Incorporated into the Council's operating procedures is its purpose:

The Diversity Council is formed and organized and shall be operated exclusively for the purpose of promoting diversity throughout the National Football League's administrative offices, including NFL-LA and NFL Films. It will promote diversity by having a voice in all diversity related issues affecting the workplace, by recommending diversity initiatives to be approved by the NFL's Executive Staff and then by implementing and overseeing such programs in connection with the appropriate League department(s)."

Second, the Council has collected existing demographic data of the NFL and NFL-Films. The Council is in the process of analyzing these statistics to determine how to promote diversification of our workforce at all levels through recruitment and development -- with special focus on managerial levels. In addition, the Council will be partnering with the Human Resources department as it continues to assess our organizational demographics.

Third, after extensive research and discussion, the Council has selected

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four broad areas of focus: recruitment, retention/promotion, diversity education and diversity infrastructure. Each area has been delegated to a subcommittee charged with developing detailed programmatic plans for the 2003-2004 fiscal year. These initiatives include, but are not limited to:

- NFL internship program: The Council is working collaboratively with the Human Resources department to restructure the NFL's internship program, effective summer 2003, to improve our recruiting efforts.
- NFL mentorship program: The Council and the Human Resources department will work jointly to develop, implement and oversee a mentorship program designed to address retention and advancement of NFL employees. Applications will be distributed to all employees in April 2003.
- NFL Diversity forums: This month, in honor of Black History month, the Diversity Council worked with the Executive staff to pay tribute to African-American contributors to the NFL. In addition, starting next month the Council will be sponsoring diversity forums to enable the exchange of ideas and information regarding diversity issues and to provide diversity education.
- Diversity metrics: The council is also working the with Human Resources department to create a system for measuring diversity and incorporating diversity into the performance appraisal process to improve our diversity infrastructure.

Fourth, a Diversity Strategic Plan (see draft attached) is being developed. Currently, the Diversity Strategic Plan includes the NFL's definition of diversity, a philosophical approach to diversity, mission, objective statement and a strategy for advancing diversity, including initial tactics/initiatives. Ultimately, as the plan gets finalized, it will also include targets and measurements as well as timelines.

The Council will continue meeting over the next several months, and we intend to provide the organization with more information about our progress, particularly as it relates to tactics and initiatives. Finally, we encourage you to speak freely with Council members regarding diversity issues or place your thoughts in the Diversity Box that will be placed beside the Ideabox in your office. Your feedback is an important tool in assisting us to carry out our mission.

NHL Diversity Program Overview

NHL Diversity supports North American non-profit youth hockey organizations that are committed to providing economically-disadvantaged boys and girls opportunities to play hockey. The National Hockey League is focusing on increasing diversity in hockey.

Facts:

- To date more than 30,000 youths have participated in the 30 NHL Diversity Programs located throughout North America.
- Currently there are 30 people of color playing in the NHL (Inglina, Gomez, Kariya, Carter, Simon, etc)
- NHL A.S.S.I.S.T. has contributed more than $600,000 US dollars to 75 youth organizations worldwide. Ten NHL Diversity Programs have been recipients (Fort Dupont, Creative Concepts Ice Project, Mariucci Inner City Hockey, Clark Park Coalition Hockey, Coconut Grove Kings Hockey Club, Mt. Vernon Ice Skating & Hockey Club, DinoMights, Skating Institute of Rochester, Detroit Hockey Association, Youngstown Borderhawks Hockey Club, (Ice Hockey In Harlem)
- Developed a NHL Calendar of Events focused in February to highlight diverse efforts: HIFE Month, Diversity Clinics at NHL All-Star with Grant Fuhr, National Girls & Women in Sports -2/5, and WOAS Weekend in St. Paul, MN.
- Increased PR efforts with diversity stories in GQ, King Magazine, MACLEAN's magazine, and TV coverage on BET, 106 & Park, and MTV.
- Selection of Willie O'Ree as recipient of Lester Patrick Award in March 2003 for work on behalf of NHL Diversity
- NHL financial commitment of $50,000 for the SHAKA I.C.E. Rink Project
- Increased NHL Diversity visibility by utilizing NHL players, NHL Alumni, and other high profile individuals as spokespersons (Grant Fuhr, Cammi Granato, Jerome Inglina, Karyn Bye, etc.)

Creating NHL Diversity Marketing Vehicles

- Utilized our most visible event, the Willie O'Ree All-Star Game as a tool to get in front of more member clubs and a bigger audience to raise the visibility of NHL Diversity. The weekend celebrates the multicultural heritage of the NHL as boys and girls, ages 10-12, representing NHL Diversity programs across North America, youth participants will interact with NHL players, attend a NHL game and enjoy the host city.
- Combined the NHL Diversity Meetings with the WOAS Weekend to encourage more program directors to attend both events and be less of a financial burden.
- Developed a centerpiece NHL event "Hockey is For Everyone" which highlights our diverse background of players and encouraged teams to include NHL Diversity Programs in their region. The League's "Hockey is for Everyone" efforts is a major hockey campaign based on the growing diversity of the sport. The NHL boasts players from as many as 23 countries.
- HIFE was incorporated into February 2003 as part of "Black History" Month which allowed the NHL to be a part of an already established PR campaign both locally and nationally. In honor of Black History Month, many NHL clubs will be distributing "Hockey is for Everyone" posters to in-arena attendees free of charge on a first-come, first-served basis throughout February on dates selected by NHL teams. NHL Member Clubs are

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supporting Hockey is for Everyone Month by donating tickets to youth-oriented and other hockey programs in their markets, including sled hockey teams, inner-city recreational organizations, Aboriginal groups from Canada, girls' and women's teams, and Special Olympics teams (team breakdown available).

NHL and USA Hockey Announce NHL Diversity Hockey Scholarship Program

National Hockey League Commissioner Gary B. Bettman, in conjunction with USA Hockey, announced the creation of the NHL Diversity Hockey Scholarship Program. The scholarship is designed to provide economically disadvantaged boys and girls from United States-based NHL Diversity programs the opportunity to attend the annual USA Hockey Summer Camp in Ann Arbor, Mich., as well as local hockey schools.

The announcement was made at the annual Lester Patrick Award Luncheon in Boston, Mass., which honored pioneer Willie O'Ree, the first black player in the NHL who now also serves as the Director ofYouth Development for NHL Diversity.

The NHL has made an initial contribution of $20,000 to the scholarship program, which will be administered by the USA Hockey Foundation.

Other honorees at the Lester Patrick Award Luncheon, which recognizes outstanding service to hockey in the U.S., were Ray Bourque, who played 22 seasons in the NHL and capped off his career by helping the Colorado Avalanche win the Stanley Cup in 2001, and Ron DeGregorio, USA Hockey Vice President and Chairperson of the organization's international council.

NHL Diversity, founded in 1995 in conjunction with USA Hockey, provides support and unique programming to not-for-profit youth hockey organizations across North America that are committed to offering economically-disadvantaged boys and girls of all ages the opportunity to play hockey. There are 30 NHL Diversity programs in North America that receive support from the NHL.

MLS Diversity Initiatives

MLS is committed to developing all of our employees, and provide training that will promote professionalism, respect, and diversity throughout the league. MLS is planning on providing diversity training and sexual harassment training to both the players and staff employees beginning summer 2003. In addition, our marketing team is working with Eli Wolf to organize a meaningful event for 2003 that will support the Disability Sport Research Initiative. MLS was the first professional league to provide diversity management training to all employees and all players in 1998.

NCAA Initiatives to Promote Race and Gender Diversity

The national office administers programs that identify, provide and enhance opportunities for ethnic minorities and women in intercollegiate athletics. Initiatives are designed to serve one of three basic purposes: to increase the pool of ethnic minorities and women in the field; to assist current staff with career advancement; and to keep the membership informed of issues relating to diversity.

In 2000-01 and 2001-02, the NCAA allocated $4,528,000 to diversity efforts as described below:

Programs designed to ***increase the pool*** *of qualified staff members by enhancing knowledge and practical work experiences of ethnic minorities and women.*

Ethnic Minority Postgraduate Scholarship for Careers in Athletics

The NCAA awards $6,000 scholarships to ethnic minority college graduates at all NCAA member institutions that will be entering into their first year of initial postgraduate studies. All applicants must be entering a sports-related program. 140 scholarships have been awarded since the program's inception.

Women's Postgraduate Scholarship for Careers in Athletics

The NCAA awards $6,000 scholarships to women college graduates at all NCAA member institutions that will be entering into their first year of initial postgraduate studies. All applicants must be entering a sports-related program. 136 scholarships have been awarded since the program's inception.

Ethnic Minority and Women's Enhancement Internship Program

The NCAA offers one-year internships at the national office, providing on-the-job learning experiences for ethnic minorities and women college graduates pursuing careers in intercollegiate athletics. Nine interns participated in 2000-01; 109 since the program's inception.

Strategic Alliance Matching Grant Enhancement Program

The strategic alliance matching grant provides funding to Division II and III institutions and conference offices to hire a full-time administrator to increase gender and ethnic diversity. The grant provides 75 percent of the position in the first year, 50 percent in the second year, and 25 percent in the third year. After the NCAA funding expires, the institution or conference office must maintain the position for a minimum of two additional years. Division II funded seven positions in the inaugural year of the program. Six positions will be funded in class one during 2002-03.

Division III Internship Grant Program

The Ethnic Minority and Women's Internship Grant Program is designated for Division III institutions and conference offices to hire interns in coaching/administration. Active members are eligible to apply for a $15,000 annual grant to fund a two-year internship. The grant will fund 15 institutions and 5 conference office internships.

Programs designed for the professional

development and **career advancement** of ethnic minority and women currently in the profession.

NCAA Fellows Program

The purpose of the 18-month fellows program is to identify minorities and women who aspire to hold positions such as athletics directors and conference commissioners and to involve them in various senior-level administrative experiences in intercollegiate athletics. Seven fellows were selected for the 2001-02 program and 19 participants have graduated since the program's inception.

NCAA Leadership Institute for Ethnic Minority Males

The NCAA Leadership Institute for Ethnic Minority Males prepares dynamic leaders through a 14-month leadership training and skills development experience. The Institute enhances job-related competencies in selected areas through the completion of four professional development sessions, practical work experiences and a weeklong intensive workshop. Twenty-five men were selected to participate in the inaugural year of the Institute.

NACWAA/HERS Scholarships

The NCAA contributes funds to help defray costs for women enrolling in the National Association of Collegiate Women in Athletics Administration NACWAA/HERS Administrative Advancement Institute. $420,000 has been contributed to the NACWAA/HERS program since 1995.

NACDA Management Institute Scholarships

The NCAA contributes funds to help defray costs for minority men at Division III institutions enrolling in the National Association of Collegiate Directors of Athletics (NACDA) Management Institute. 14 of the available 24 $1000 scholarships were awarded in the 2000-01, the inaugural year of the program.

Matching Grants for Minority Women Coaches

The NCAA provides matching grants to sports organizations and coaches associations to help fund professional development initiatives for minority women coaches at all levels.

NCAA Coaches Academy (effective January 2004)

The NCAA provides comprehensive workshops designed to enhance skills necessary for career advancement in football coaching. The workshop will focus on interview preparation, networking, resume building, media training and booster relations, and other areas that will assist in the professional development of ethnic minority coaches.

Educational programs *and resources designed to keep the membership informed of issues relating to ethnic minorities and women.*

Diversity Education

The NCAA annually conducts diversity education workshops for athletics personnel. The diversity workshops provide opportunities for athletics administrators and coaching staffs to enhance their understanding and respect for multiculturalism and diversity. In 2000-01, 187 administrators and coaches completed diversity education. The projected attendance for diversity education in 2001-02 including on-site campus diversity education is in excess of 800 administrators, coaches and student-athletes.

NCAA Summit on Athletics Opportunities for Minority Women

The NCAA hosts sports organizations and coaching associations to collaborate on advancement opportunities for minority women at the grass roots, high school and college levels. Seven organizations participated in the 2001 Summit; 13 organizations participated in 2002.

Careers in Athletics Video

The NCAA produced and distributed to member institutions the video "Whoever Thought a Passion Could Turn into a Career?" to encourage ethnic minorities and women to consider careers in intercollegiate athletics.

Title IX Seminar

The NCAA hosts an annual Title IX seminar to assist member institutions with their efforts to comply with the federal mandate of Title IX. 150 administrators attended the 2001 Title IX Seminar; 1,045 since 1997. The program began in 1995, but complete attendance data only exists since 1997.

Girls Sports Initiative

Through the National Youth Sports Corporation, the NCAA exposes girls to instruction in non-traditional sports in one-half day clinics led by college coaches and student-athletes. 2,163 girls participated in the 21 conference clinics offered in 2000-01. Since the program's inception 6,415 girls have participated in 59 conference clinics. 6,360 girls participated in the 22 NYSP Extended Girls Sports Clinics offered in 2000-01. 16,515 girls have participated in 46 camps offered since 1998.

Boys Sports Initiative

Through the National Youth Sports Corporation, the NCAA exposes minority boys to instruction in non-traditional sports in one-half day clinics led by college coaches and student-athletes. 618 boys participated in the 6 conference clinics offered in 2000-01.

Initiative Grants

Initiative grants to support the education and professional development of students, faculty, staff and administrators at Division III member institutions and conferences are available annually. Proposals addressing diversity may be written on an individual or collaborative basis by institutions or conferences or regional groups. Grant amounts vary. 12 applications were received and awarded impacting 42 institutions.

About the Disability Report Card
Center for the Study of Sport in Society
Northeastern University

The Center for the Study of Sport in Society at Northeastern University has recently established the Disability in Sport Initiative. The Initiative actively engages in research, education, and advocacy activities related to individuals and athletes with disabilities in sport. The Initiative is currently working on the Disability Report Card to complement the Race and Gender Report Card.

The Disability Report Card is an ongoing effort to examine and support (1) the employment and participation of people with disabilities, and (2) programs and services provided to people with disabilities, in the United States sports industry. With the increased integration and growing consciousness of people with disabilities in the sports industry, Sport in Society feels that it is particularly timely that Sport in Society collect data and enhance the efforts of sports organization in the area of individuals and athletes with a disability.

The Disability Report Card has two major aims: (1) to collect available employment, program, and service delivery data on people and athletes with disabilities in the sport industry, and (2) to support and assist sports organizations in working with individuals and athletes with disabilities. Currently, available data is limited or non-existent. Sport in Society intends to work as a resource for leagues and teams relative to collecting disability data, hiring qualified persons with disabilities, and supporting programs and services for persons and athletes with disabilities.

Sport in Society recognizes that sports organizations have had limited experience and engagement in the area of disability, and Sport in Society feels that its efforts to assist and support the leagues and teams will only enhance their knowledge of and experience with people and athletes with disabilities.

As of January 1, 2003, Sport in Society is very pleased to have received the participation of MLS, the NBA, the NCAA, the NFL, the USOC, and the WNBA. Sport in Society is grateful to the American Association for People with Disabilities, the Disability Law Center, the Program on Employment and Disability at Cornell University, and the Equal Employment Opportunity Commission.

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Terms Regarding Race

For the purpose of this report, race will be defined as a group of people united or classified together on a basis of common history, nationally or geographic distribution or human made distinct by genetically transmitted physical characteristics.

AFRICAN-AMERICAN:	Refers to people of African descent. For the purposes of this report, "African-American" is used throughout. The author recognize that citizens coming from other lands do not consider themselves as "African-American" in the current meaning of the term.
ASIAN-AMERICAN:	Refers to people of Asian descent living in the United States.
PACIFIC ISLANDER:	Refers to people from the islands of the Pacific.
LATINO(A):	Refers to people from North, Central, and South America, as well as the Spanish-speaking Carribean.
NATIVE AMERICAN:	Refers to the descendants of the people who originally inhabited North America.
WHITE:	Refers to people of European descent.
PERSON OF COLOR:	Refers to the combined racial categories above except whites.
MINORITY:	Frequently used interchangeably with "people of color." However, many African-Americans, Latinos, Asian-Americans, Pacific Islanders and Native Americans resist the terms because it implies inferiority Indeed, demographically, "people of color" represent the minority in the United States, but the majority on a global scale.

Terms Regarding Employment Categories

ADMINISTRATION	The professional personnel that direct the affairs of business operations, community relations, finance, game operations, marketing, promotions, publications and public relations.
ATHLETICS DIRECTOR	People responsible for the overall operation of a college athletics department.
COACHING STAFF	The positions of head coach or manager, assistant coach and instructor.
FRONT OFFICE	A very general term applied to all employees who do not manage, coach, instruct or scout players. For the purpose of this report, the term front office is applied to those professional employees working in administration. It does not include those employees working in top management, coaching, medical or support staff positions.
MAJORITY PARTNER	An individual who owns more than have of the team or franchise.
MEDICAL STAFF	Physician, head trainer, assistant training and dentist.
MINORITY OWNER/ LIMITED PARTNER	An individual who owns less than half of the team or franchise
OWNER	Individuals who act as majority or limited partners.
PRINICIPAL IN CHARGE OF DAY-TO-DAY OPERATIONS	The person in charge of player personnel matters, draft picks, free agents and the coach staff. These duties may fall under anyone of the follow job titles - general manager, director of player personnel, vice president in charge of team operations or director of team operations.
SUPPORT STAFF:	The personnel who assist team managment through the positions of administrative assistant, receptionist, secceretary and staff assistant.
TOP MANAGEMENT:	The positions of chairman of the board, chief executive officer, president, vice president and the principle in charge of day-to-day operations.

Notes

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